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THE
FACTORY & WORKSHOP
ACTS

EXPLAINED AND SIMPLIFIED

BY

MAJOR ROE

HER MAJESTY'S INSPECTOR OF FACTORIES



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Factory & Workshop



FACTORY & WORKSHOP ACTS

EXPLAINED AND SIMPLIFIED

BY

E. M. ROE

Her Majesty's Inspector of Factories.

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With numerous illustrations.

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TABLE OF CONTENTS.

	Pages.
PREFACE	v., vi.
INTRODUCTION	vii., viii.
CHAPTER I.—General Definitions of terms used in the Acts	1 — 9
CHAPTER II.—Duties of Occupiers—Of Owners—Of Workpeople—Of Parents or Guardians—And Others —Certificates of Fitness—Sanitation of Factories and Workshops—Dangerous Factories or Workshops, and Regulations as to Bakehouses	10—29
CHAPTER III.—Safety, by Fencing of Machinery— Vats—Restrictions on Cleaning—Position of Self- acting Machine—Provisions against Fire	30—34
CHAPTER IV.—General Remarks as to Hours of Employment and Meals—Exemptions—Periods of Employment in Textile and Non-textile Factories and Workshops conducted on various Systems— Children in Sets or Alternate Day Systems— Laundries—Overtime—Exceptions for Jews—Night Work for Male Young Persons	35—60
CHAPTER V.—Special Rules in Dangerous Trades— Provisions of Cotton Cloth Act—Arbitrations, and Rules for—Penalties Incurred by Infringements of Acts—Evidence	61—74
CHAPTER VI.—Duties of various Public Officers and Others under the Acts—Coroners—Inspectors— Certifying Surgeons—Sanitary Authorities—Medical Practitioners	75—77
CHAPTER VII.—Brief References to Quarries Act, 1894—Prevention of Cruelty to Children Act, 1894 —Shop Hours Act, 1892 to 1895—And Boiler Explosions Act, 1882	78—81
LIST OF ALL FORMS, NOTICES, REGISTERS, &c., required to be used under the various Acts	83—86
INDEX	87—111

ERRATA.

Page 24, line 17, after "An Inspector may" insert "*if so ordered by the Secretary of State.*"

„ 25, line 14, for "exemption" read "*exception.*"

„ 32, line 15, for "the machine" read "*a machine shown to be dangerous.*"

„ 32, line 34, for "hoisting" read "*horsing.*"

„ 38, line 11, for "Abstract" read "*Notice.*"

„ 51, line 11, for "where the women" read "*where the persons.*"

PREFACE

THE Factory Act of 1878 consolidated and brought within its scope the numerous and partly obsolete Acts relating to Factories and Workshops, from 1802 to the date when it became law. Several Amending Acts have since been passed, namely, in 1883, 1891, and 1895, besides the Cotton Cloth Factories Act of 1889, and others having more or less bearing on the subject, which are included in the list given on the next page. This Factory Legislation now covers such a wide field of operations, and so many persons are affected by it, that it has been suggested to the Author that a small portable HANDBOOK, with a GOOD INDEX, prepared by one who has experience in administering the numerous Acts, would be found useful to Employers and Employed, as well as to others interested in the subject. It was pointed out that the book should cover every point included in the various Acts; be so written as to be easily understood; and that legal phraseology should be avoided as far as possible, consistently with precision and accuracy. Without venturing to claim that the whole of these characteristics will be found in this little volume, the Author has steadily aimed to make it practically useful, reliable, and easy of reference.

It is scarcely needful to say that this Handbook is in no way intended to supersede reference to the Acts themselves, nor is it to be used to settle any nice legal

points ; but it is to be regarded solely as a convenient untechnical guide for those who are called upon to decide the various questions which daily arise in Factories and Workshops, such, for instance, as to whether it would be legal to work women during certain hours ; or to allow work to be taken home to be finished ; or at what age children can be employed, and what their educational qualifications must be, and so on.

This book is published on the Author's sole responsibility, and HAS NO OFFICIAL AUTHORITY. It has been compiled in the hope that it will lessen the difficulties experienced by those who are not accustomed to studying legal enactments, or who do not possess the time to wade through the numerous Acts of Parliament which have to be read together as if they were but one.

E. M. R.

Birmingham, March, 1896.

LIST OF ACTS OF PARLIAMENT

abstracts of the contents of which are set forth in the following pages :—

The Factory and Workshop Acts, 1878 (Principal Act), 1883, 1891, 1895.

The Cotton Cloth Factories Act, 1889.

The Quarries Act, 1894.

The Prevention of Cruelty to, and Protection of, Children Act, 1894.

The Shop Hours Regulation Acts, 1892 to 1895.

The Boiler Explosions Act, 1882.

INTRODUCTION.

The Factory Acts apply to the following Classes of Works:—

1. Textile Factories.
2. Non-textile Factories.
3. Workshops.
4. Workshops in which neither children nor young persons are employed.
5. Domestic Factories and Workshops.
6. Laundries, as Non-textile Factories or Workshops.
7. Docks, Wharves, Quays, and Warehouses.
8. Premises where machinery worked by mechanical power is used in structural work on a building.
9. Buildings over 30ft. in height being constructed or repaired by means of scaffolding.
10. Buildings over 30ft. in height where more than 20 persons (not being domestic servants) are employed for wages.

It will be perceived that the Acts range over a large field, which has been considerably extended by recent legislation, and to each class distinct regulations pertain ; the Occupiers of some works having not only the ordinary Factory Laws to obey, but Special and more stringent Rules as well ; whilst those of others, notably Nos. 7 to 10 of above list, have only the Fencing of Machinery and Notification of certain Accidents to carry out.

It will be the endeavour of the writer to explain and point out the various regulations as applicable to the different manufacturing processes; the exceptions from the main law permitted to, and the more onerous provisions exacted from, certain works; and, by the aid of a good Index, to enable those interested to perhaps grasp the subject better than if they had the Acts themselves before them. The term "protected classes," which will occur frequently in this handbook, is used always to signify children, young persons, and women.

It may also be useful to point out that manual labour, by way of trade or for purposes of gain, in or incidental to Glovemaking, Straw-plaiting, and Pillow-lace Making, by members of a family dwelling in a private house or private room, does not constitute such house or room a Workshop, under the Factory and Workshop Acts.

Without exhausting all the Definitions given in the Acts, those which are of most use are given as a preliminary step, for, without their being understood in their strict legal meaning, but little practical benefit could be gained by any person on a technical subject so complicated as the Factory Acts; and then the Duties of Employers, Owners, Workpeople, and Parents, with Sanitary provisions, the Safety of Machinery by Fencing, and Precautions against Fire, the Periods of Employment with Meal Hours, Overtime and Nightwork, with Special Exceptions and Restrictions; Special Rules in Dangerous Trades, Arbitrations, and brief references to Penalties incurred on infringement of the Acts; with the duties and powers of the various Public Officers; will be treated on in separate chapters, the whole concluding with a very full Index.

FACTORY AND WORKSHOP ACTS

EXPLAINED AND SIMPLIFIED.

CHAPTER I.

GENERAL DEFINITIONS.

Principal Act. "Principal Act" means, "the Factory and Workshop Act, 1878."

Child. "Child" means a person under the age of 14 years. But a child having reached the age of 13, and having obtained a certificate of having attained the prescribed school standard (now the 5th), or of having attended a certified efficient school for the prescribed number of attendances, may be employed as a "Young Person." No child under 11 years of age can be legally employed in a Factory, Workshop, or Laundry.

Young Person. "Young Person" means a person, male or female, of the age of 14 years and under the age of 18 years.

Woman. "Woman" means a woman of 18 years and upwards.

Parent. "Parent" means a parent or guardian of, or person having the legal custody of, or control over, or having direct benefit from the wages of a child or young person.

Occupier. This is to be taken in the ordinary acceptance of the word, no definition being given in the Act.

Actual Employer. "Actual Employer" is used in the Act of 1895 for those cases where the occupier of the premises may not be the Actual Employer of a certain person, and it is to place the duty of reporting an accident on to the right shoulders, *i.e.*, the Actual Employer.

Owner. "Owner" means "the person for the time being receiving the rack-rent of the lands or premises in connection with which the word is used, whether on his own account or as agent or trustee for any other person, or who would so receive the same if the lands or premises were let at a rack-rent." (See p. 28).

Rack-rent. "Rack-rent" means "rent which is not less than two-thirds of the full net annual value of the property out of which the rent arises; and the full net annual value shall be taken to be the rent at which the property might reasonably be expected to let from year to year, free from all usual tenants' rates and taxes and tithe commutation rent-charge (if any), and deducting therefrom the probable average annual cost of the repairs, insurance, and other expenses (if any) necessary to maintain the same in a state to command such rent."

Person. "Person" includes a body of persons, corporate or incorporate.

Sanitary Authority. "Sanitary Authority" means an Urban or Rural Sanitary Authority within the meaning of the Public Health Act, 1875, and any Commissions, Board, or Vestry in the Metropolis, having the like powers as such Urban Sanitary Authority. But for Scotland and Ireland it means respectively the Authorities under the Public Health Acts 1867 and 1878 and Amending Acts.

Local Authority. See above definition, "Sanitary Authority."

Week. "Week" means the period between midnight on Saturday night and midnight on the succeeding Saturday night.

Night. "Night" means the period between 9 o'clock in the evening and 6 o'clock in the succeeding morning.

Prescribed. "Prescribed" means prescribed for the time being by a Secretary of State.

House. "House" is defined in the Public Health Acts to include "Factories and other buildings in which persons are employed in any manufactures, trades, or businesses."

Textile Factory. "Textile Factory" means any premises wherein or within the close or curtilage of which, steam, water, or other mechanical power is used to move or work any machinery employed in preparing, manufacturing, or finishing, or in any process incident to the manufacture of cotton, wool, hair, silk, flax, hemp, jute, tow, china-grass, cocoa-nut fibre, or other like material, either separately or mixed together, or mixed with any other material, or any fabric made thereof—

Provided that print works, bleaching and dyeing works, lace warehouses, paper mills, flax scutch mills, rope works, and hat works shall not be deemed to be Textile Factories. (See pp. 4, 5).

Non-textile Factory. "Non-textile Factory" means :—

- (1) Any works, warehouses, furnaces, mills, foundries, or places named in Part I. of the Fourth Schedule to Act of 1878. (See pp. 4, 5).

- (2) Also any premises or places named in Part II. of the said Schedule, wherein or within the close or curtilage or precincts of which, steam, water, or other mechanical power is used in aid of the manufacturing process carried on there. (See p. 5).
- (3) Also any premises wherein or within the close or curtilage or precincts of which, any manual labour is exercised by way of trade, or for purposes of gain in or incidental to the following purposes, or any of them ; that is to say—
- (a) In or incidental to the making of any article, or part of any article, or
- (b) In or incidental to the altering, repairing, ornamenting, or finishing of any article, or
- (c) In or incidental to the adapting for sale of any article.

And wherein, or within the close or curtilage or precincts of which, steam, water, or other mechanical power is used in aid of the manufacturing process carried on there.

**1st Part,
4th Schedule
of Principal
Act.**

It may here be remarked that all manufacturing premises where machinery is used, moved by any kind of motive power, are Factories, and also some where no such machinery is used, such as—

- “ Print Works,” where figures, patterns, &c., are printed on any textile fabric, not being paper.
- “ Bleaching and Dyeing Works.”
- “ Earthenware Works or China,” except bricks and tiles, not being ornamental tiles.
- “ Lucifer Match Works.”
- “ Percussion Cap Works.”
- “ Cartridge Works.”
- “ Paper Staining Works.”

“Fustian Cutting Works.”

“Blast Furnaces.”

“Copper Mills.”

“Iron Mills,” *i.e.*, where iron is converted into malleable iron, steel, or tin plate, or making or converting steel.

“Foundries,” except where the process is carried on by not more than five persons, and as subsidiary to the repair or completion of some other work.

“Paper Mills.”

“Glass Works.”

“Tobacco Factories.”

“Letterpress Printing Works.”

“Bookbinding Works.”

“Flax Scutch Mills.”

2nd Part. On reference to Part II. of the Fourth
4th Schedule Schedule, it will be seen that the following
of Principal works are Factories or Workshops accord-
Act. ing to whether machinery moved by power
 is or is not used:—

“Hat Works.”

“Rope Works,” premises which have no internal communication with a Textile Factory, except such communication as is necessary for the transmission of power.

“Bakehouses.”

“Lace Warehouses.”

“Shipbuilding Yards.”

“Quarries,” any place not being a mine, where persons work in getting slate, stone, coprolites, or other minerals.

“Pit Banks.”

The Definitions in these two Schedules as given above are abbreviated.

Workshop. “Workshop” means :—

- (1) Any premises or places named in Part II. of the Fourth Schedule to this Act, which is not a Factory within the meaning of this Act. (See p. 5).
- (2) Also any premises, room, or place, not being a Factory within the meaning of this Act, in which premises, room, or place, or within the close or curtilage or precincts of which premises, any manual labour is exercised by way of trade or for purposes of gain in or incidental to the following purposes or any of them ; that is to say :—
 - (a) In or incidental to the making of any article or of part of any article, or
 - (b) In or incidental to the altering, repairing, ornamenting, or finishing of any article, or
 - (c) In or incidental to the adapting for sale of any article, and to which or over which premises, room, or place, the employer of the persons working therein has the right of access or control.

But a room solely used for the purpose of sleeping therein shall not be deemed to be part of a Factory or Workshop.

Section 39, Act 1895, gives the Secretary of State power to grant by order to any class of Factories or Workshops that different branches or departments may be treated as if they were different Factories or Workshops.

Laundries. “Laundries” are, by Sec. 22, Act 1895, subject to most of the regulations either as “Non-textile Factories” or “Workshops.”

Docks, Wharves, Quays, Warehouses, and Builders' Yards. Docks, Wharves, Quays, Warehouses, and Builders' Yards, and any premises where machinery, worked by steam, water, or other mechanical power, is temporarily used in construction of a building, are by Sec. 23, Act 1895, subject to certain regulations of the Factory Acts, such as those with respect to accidents, dangerous employments, machinery, and powers of Inspectors.

Scaffolding. The Employer of persons using scaffolding in construction or repairs to any building exceeding 30ft. in height—in respect to notice of accidents—is deemed the Occupier of a Factory; and the occupier of any building exceeding 30ft. in height in which more than twenty persons, not being domestic servants, are employed for wages, is deemed the Occupier of a Factory, also in respect to notice of accidents.

Domestic Factory or Domestic Workshop. "Domestic Factory" or "Domestic Workshop" means, where persons are employed at home, in a private house, room, or place, which, though used as a dwelling, is by reason of the work carried on there a factory or a workshop, and in which neither steam, water, nor other mechanical power is used in aid of the manufacturing process carried on there, and in which the only persons employed are members of the same family dwelling there.

Thus a private house, room, or place where book-binding is carried on is a "Domestic Factory," if no motive mechanical power is used; but if the Occupier should put in a small gas engine or other motive power, he would cease to be the occupier of a Domestic Factory and become the occupier of a Non-textile Factory.

Tenement Factory. "Tenement Factory" means "where mechanical power is supplied to different parts of the same building occupied by different persons for the purpose of any manufacturing process or handicraft in such manner that these parts constitute in law separate Factories," . . . and "all buildings situate within the same close or curtilage shall be treated as one building."

White Lead Factory. "White Lead Factory" means "every Factory and Workshop in which the manufacture of white lead is carried on."

Retail Bakehouse. "Retail Bakehouse" means "any bakehouse or place, the bread, biscuits, or confectionery baked in which are not sold wholesale, but by retail, in some shop or place occupied together with such bakehouse," but, "shall not include any place which is a Factory."

Cotton Cloth Factory. "Cotton Cloth Factory" means "any room, shed, or workshop, or any part thereof, in which the weaving of cotton cloth is carried on."

Blast Furnaces. "Blast Furnaces" means, "any blast furnace or other furnace or premises in or on which the process of smelting or otherwise obtaining metal from the ore is carried on."

Iron Mills. "Iron Mills" means, "any mill, forge, or other premises in or on which any process is carried on for converting iron into malleable iron, steel, or tin-plate, or for otherwise making or converting steel."

Employment. "A child, young person, or woman who works in a Factory or Workshop, whether for wages or not, either in a manufacturing process or handicraft, or in cleaning any part of

the Factory or Workshop used for any manufacturing process or handicraft, or in cleaning or oiling any part of the machinery, or in any other kind of work whatsoever incidental to or connected with the manufacturing process or handicraft, or connected with the article made or otherwise the subject of the manufacturing process or handicraft therein, shall, save as is otherwise provided by this Act, be deemed to be employed therein within the meaning of this Act." And "an apprentice shall be deemed to work for hire."

Machinery. This expression shall include any driving strap or band; and the Judges of the Queen's Bench have decided that this word includes all the operative parts of machinery.

Dangerous Machinery. There is no definition given of this expression, but for certain purposes (cleaning of machinery by young persons) such parts of machinery shall, unless the contrary be proved, be presumed to be dangerous as are so notified by an Inspector to the Occupier of a Factory.

Mill Gearing. "Mill Gearing." This expression comprehends every shaft, whether upright, oblique, or horizontal, and every wheel, drum, or pulley by which the motion of the first moving power is communicated to any machine appertaining to a manufacturing process.

Wheel Race. "Wheel Race" means, "the trough which leads the water from the sluice on to the wheel."

Process. This expression shall include the use of any locomotive.

Dangerous Trades. "Dangerous Trades" are such as are from time to time so declared by the Secretary of State. (See p. 62).

CHAPTER II.

DUTIES OF OCCUPIERS.

There is no definition given in the Factory Acts of the term "Occupier" which occurs so frequently therein, but it is used in the sense of the Owner or Tenant of premises who employs any person or persons in a manufacturing process (or other work specially brought within the scope of the Acts, such as Laundries, &c.), and is, therefore, synonymous with the term Employer as used in common parlance.

Notice of Commencing. Every person on commencing to occupy premises as a Factory or Workshop must give written notice (on Form 35) to the Inspector of the district within one month after he begins so to occupy.

The above applies also to any Workshop not employing any child, young person, or woman, *i.e.*, where men only are employed.

Every person who is in occupation of a Workshop at the commencement of the Act shall, before the expiration of twelve months (dating from 1st January, 1896), unless he has already done so in compliance with above, also send this notice. (Form 35.)

Abstracts and Notices. Every Occupier of a Factory or Workshop (except a Workshop only employing men, or Domestic Factories and Workshops), must keep affixed at the entrance to his Works and in such other parts thereof as an Inspector directs—

- (1) An Abstract of the prescribed Acts ;
- (2) Name and address of prescribed Inspector ;
- (3) Name and address of Certifying Surgeon ;
- (4) Notice of the public clock by which time is regulated (to be fixed by the Inspector).

- (5) Form 46. Notice of cubic space of each room, with number of persons who may be employed; and
- (6) All other Notices required by this Act to be affixed.

Abstracts and Notices.

The Notices "Period of Employment" and "Time for Meals," at the top of the sheet which contains the Abstract, are to be duly filled in by the occupier, and signed by him. In filling up the "Period of Employment" it is essential to follow exactly the directions given in the Abstract, which are:—"Period of Employment to be either between 6 a.m. and 6 p.m.; or between 7 a.m. and 7 p.m., or between 8 a.m. and 8 p.m. On Saturday, or the day legally substituted therefor, the period of employment to begin at 6 a.m. or 7 a.m. or 8 a.m. and end at 2 p.m. or 3 p.m. or 4 p.m. respectively." No shorter hours may be affixed—for instance, 7 a.m. to 6 p.m. and 7 a.m. to 1 on Saturdays would be illegal. The notices required are numerous in some cases, consisting of Special Exceptions—such as places forbidden for meals, or work by children, women, and young persons; Special Regulations in Dangerous Trades—overtime notices, and records, &c., &c. (See list of Special Exception Forms, pp. 84, 85.) No Special Exception can legally be acted upon unless the proper notice has been affixed in the Factory, and served on the Inspector seven days previously.

But in a Tenement Factory the Owner, amongst other duties, has to affix these notices, an Occupier in such a Factory only affixing his own hours for employment and meals. (See definitions Occupier and Owner, pp. 1, 2.)

Registers of Children and Young Persons.

The Occupier of every Factory is to keep a Register Book readily accessible for inspection and use. In it he will enter all particulars as shown by the printed instructions therein; enter the names and addresses and dates of first employment of all children and young persons before permitting them to go to work; register dates of limewashing and particulars of accidents; and the Occupier of a Work-

shop has now also to keep a Register Book in which to enter accidents, and lists of children and young persons if he intends to work women overtime.

Certificates of Fitness. In a Factory a Child, or Young Person under 16 years, shall not be employed more than seven, or, if the Certifying Surgeon resides more than three miles from the Factory, more than thirteen working days without a certificate of fitness from the Surgeon. A Child is to be re-examined on becoming a Young Person. (See Register of Young Persons, p. 11.)

Certificates of Fitness in Tenement Factories. A certificate of fitness for a Child or Young Person for employment in a Tenement Factory shall be valid for his similar employment in any part of the same Factory.

Certificates of Fitness in all Factories of same Occupier. All Factories and Workshops belonging to the same Occupier, and in same certifying Surgeon's district, may be named in the same Certificate of Fitness for employment, if the Surgeon is of opinion that he can truly give it.

When no Certifying Surgeon is appointed the Poor Law Medical Officer may act in England, the Medical Officer under Public Health Act in Scotland, and the Dispensary Doctor in Ireland.

Certificate may be annulled by Inspector, by notice in writing, if of opinion that a child or young person is not fit for work.

Certificates of fitness are not required in Workshops, but the occupier is responsible that the children are of the prescribed age, so he should always require birth certificates as proof, as well as school certificates. He can, however, employ the Certifying Surgeon to examine his children or young persons if he wishes to do so.

The Certifying Surgeon can only give a certificate of fitness on production of birth certificate, or, in case of this not being procurable, of a statutory declaration by a parent before a magistrate in lieu thereof.

Birth certificates under these Acts are procurable for 6d. for all under 16 years of age.

Re-examination by direction of Secretary of State may be ordered. If examination is in pursuance of special rules, the fee to the Surgeon is to be paid by the occupier.

Fees to Certifying Surgeons. The remuneration of the Certifying Surgeon for the examination of, and grant of Certificates of Fitness for children and young persons in Factories and Workshops is to

be paid by the occupier, and it is enacted as follows:—

(1) “The occupier may agree with the Certifying Surgeon as to the amount of such fees”:

(2) “In the absence of any such agreement the fees shall be those named in the following scale”:

“When the examination is at a Factory or Workshop not exceeding one mile from the Surgeon’s residence,”	} 2s. 6d. for each visit and 6d. for each person after the first five examined at that visit.
---	---

“When the examination is at a Factory or Workshop more than one mile from the Surgeon’s residence,”	} The above fees and an additional 6d. for each complete half mile over and above the mile.
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“When the examination is not at the Factory or Workshop, but at the residence of the Surgeon, or at some place appointed by the Surgeon for the purpose, and which place, as well as the day and hour, appointed for the purpose shall be published in the prescribed manner,”	} 6d. for each person examined.
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- (3) "The occupier shall pay the fees on the completion of the examination, or if any certificates are granted at the time at which the Surgeon signs the certificates, or at any other time directed by an Inspector."
- (4) "The occupier may deduct the fee or any part thereof, not exceeding in any case threepence, from the wages of the person for whom the certificate was granted."

Special Enquiries and Re-examination by Certifying Surgeons. The Secretary of State may order any Certifying Surgeon to make any special enquiry, and re-examine any young person or child. The fees in these cases are to be paid by the Secretary of State, but where the examination is in pursuance of Special Rules they are to be paid by the occupier, and in either case the scale of fees is as under :—

					s. d.	
Under 10 hands	...	...	2	6	per visit.	
„ 20 „	...	...	3	0	„	
„ 30 „	...	...	3	6	„	
„ 50 „	...	...	4	0	„	
„ 75 „	...	...	4	6	„	
„ 100 „	...	...	5	0	„	
Over 100 „	...	...	7	6	„	

With the addition of 1s. for every mile or portion of a mile in excess of one mile from the Certifying Surgeon's residence.

Domestic Workshops. Exemption from Giving Notices, &c. Occupiers of Domestic Factories or Workshops (see definition p. 7) are exempted from affixing any notices, fixing of meal hours, sending notices of accidents, &c., but the sanitary provisions are the same as in any other Workshop, and are under the supervision of the Sanitary Authorities. Occupiers need not get young persons certified by the Surgeon, or give the Annual Holidays.

Particulars of Work in Textile Factories. Occupiers of Textile Factories shall exhibit a placard, posted to be easily legible, with particulars of the rate of wages applicable to the work to be done by each weaver in the worsted and woollen trades (other than the hosiery), and also give him in writing when the work is given out the same particulars.

Also the same particulars to each other worker other than a weaver—in writing—except that when the same particulars apply to the work done by each worker in one room the placard shall be sufficient.

An automatic indicator as to the amount of wages and particulars as above may be used, but Section 40 of the Act, of 1895, is so technical that it should be referred to for further information.

Occupiers and Owners of Tenement Factories. The Occupier of a part of a Tenement Factory is, under the Act of 1895, relieved from certain duties which have now to be carried out by the Owner (see definition p. 2, and also Duties of Owners, p. 28) except in the case of such an occupier paying rent in excess of £200 a year.

This provision does not relieve such an Occupier from—

- (1) Fencing such parts of Machinery as are supplied by himself.
- (2) Also keeping Form 47 (showing Period of Employment, &c.), affixed, if different industries are carried on in same Tenement Factory.
- (3) The Occupier of any room must limewash and keep it clean, unless two or more tenants rent the same room, in which case the Owner must limewash.
- (4) Must obtain certificates of fitness for children and young persons employed by him.

Notice of Accidents. Every accident which occurs in a Factory or Workshop which either—

- (a) Causes loss of life to a person there employed ; or

- (b) Causes to any person there employed such bodily injury as to prevent him on any one of the three working days next after the occurrence of the accident from being employed for five hours at his ordinary work,

is to be reported in writing to the Inspector of the district (on Form 43) by the Occupier.

And if the accident causes loss of life, or is produced either by machinery moved by steam, water, or other mechanical power, or through a vat, pan, or other structure, filled with hot liquid or molten metal or other substance, or by explosion or escape of gas, steam, or metal, then, unless notice thereof is required by section 63 of the Explosives Act, 1875, to be sent to a Government Inspector, notice thereof shall forthwith be sent to the Certifying Surgeon of the district, as well as to the Factory Inspector as stated above. The notice shall state the residence of the person killed or injured, and the place to which he has been removed. And in any Factory or Workshop where the occupier is not the actual employer of the injured person, the actual employer shall immediately report the accident to the occupier. (Form 43.)

**Notice of
Certain
Poisoning
Cases.**

It is also enacted that all cases of lead, phosphorus, or arsenical poisoning or anthrax occurring in a Factory or Workshop shall forthwith be reported, similarly to accidents, to the Inspector and Certifying Surgeon of the District. Form 43, slightly altered, will answer for this notice.

Thus *some* accidents and all cases of such Poisoning should be reported, not only to the Inspector, but *also* to the Certifying Surgeon. The notice should state the residence of the injured person and the place to which he has been removed.

The above extends to Workshops where only men are employed.

Register of Accidents to be kept. Every occupier of a Factory or Workshop shall keep a Register of Accidents, and therein enter every accident occurring in the Factory or Workshop of which notice is required by the Factory Act within one week of the accident. This Register is printed at the end of each Register book supplied to Factories and Workshops.

Power to Direct Formal Investigation. The Secretary of State may direct that a formal investigation of any accident and its causes and circumstances in any Factory or Workshop shall take place, when the provisions of Sections 45 and 46 Coal Mines Regulation Act, 1887, shall have effect.

School Attendances and Educational Qualifications of Children. The parent of a child employed in a Factory or Workshop shall cause such child to attend a recognised efficient school.

(1) If employed in sets, to make one attendance on each day employed.

(2) If employed on alternate days, to make two attendances on each day preceding the employment.

(3) Such attendance shall be between 8 a.m. and 6 p.m., and be for instruction in secular subjects for not less than two hours.

Provided a child need not attend school on a Saturday or any holidays given under the Factory Acts. (See p. 48).

And, if certified by the teacher, non-attendance is excused on any day through sickness, &c., and when the school is closed.

A child, who in any week has not kept all the required attendances, shall not be employed in the following week until he has made up the deficient attendances.

And a child may not be employed in a Factory or Workshop at all unless he has complied with the standards or previous due attendances fixed by the bye-laws of the district in which he resides.

Even if a child has been exempted from attending school by the authorities, if employed under the Factory Acts, the child cannot be employed legally in a Factory or Workshop full time.

School Attendance Certificates. The occupier shall obtain from the teacher of the school where a child attends, on Monday (or other day appointed by the Inspector) of each week a prescribed certificate of attendances; and this certificate shall be kept for two months, and produced to the Factory Inspector if required during that period.

Employment of a child 13 years of age as a young person. A child of 13 years may be employed full time if he has qualified, by reaching a certain standard, or has kept certain due attendances; and has either of these certificates. These qualifications have varied, but for England, Wales, and Scotland the 5th School Standard or Certificate of due Attendances—(250 after five years of age, in not more than two schools during each year for five years—whether consecutive or not) are required for such children.

In Ireland the Educational Standard cannot be set out briefly, and is therefore not given here, but the due attendance certificate is 200 after 5 years of age for five years.

Provision is made that if there is no recognised efficient school within two miles of child's residence, an Inspector of Factories may temporarily approve in writing of a school, which the child can attend.

Occupier of a Factory or Workshop employing a child may be called on to pay a weekly sum not exceeding 3d., nor more than one-twelfth of child's wages, to School Board, &c., where child attends; and the occupier may deduct such sum from the wages payable for the services of the child.

Sanitation. The Sanitary Provisions of the Acts are now enforceable by the Factory Inspectors as regards all Factories; and by the Local Sanitary Authority as regards Workshops. But if there is any

default not met by the Factory Acts, but within the scope of the Public Health Acts, the Sanitary Authority will act on notice from the Factory Inspector.

Cleanliness of Factory. A Factory shall be kept in a cleanly state and free from effluvia arising from any drain, privy, water closet, earth closet, urinal, or other nuisance; shall not be overcrowded, and shall be ventilated in such a manner as to render harmless, as far as practicable, all gases, vapours, dust, or other impurities, generated in the course of the manufacturing process or handicraft carried on therein that may be injurious to health.

Lime-washing of Factories. The whole of the inside walls, ceilings, or tops of rooms, passages, and staircases, &c., of Factories, if they have not been painted with oil or varnished once at least within seven years, shall be lime-washed once at least within fourteen months to date from last limewashing; and, if they have been so painted or varnished, shall be washed with hot water and soap once at least within the same period of fourteen months.

Evidence as to Lime-washing. Failure to enter in the Register the prescribed particulars (dates when each part of Factory is done, &c.) of lime-washing shall be *primâ facie* evidence of failure to observe the requirements of the Acts in this respect.

Exceptions to Lime-washing. As the Secretary of State is empowered to exempt certain Factories from the obligation to limewash, wash, or paint periodically, an Order has been issued granting to the Non-textile Factories mentioned in Schedule A—and the Non-textile Factories and parts thereof mentioned in Schedule B (see pp. 20-21)—special exemption from such limewashing, &c., with the following provisos:—

- (1) As to both Schedules A and B, nothing in the Order shall affect the obligation of keeping a Factory in a cleanly state.

- (2) As to Schedule B, it shall not apply to such Factory or part of Factory as does not afford 300 cubic feet for each person employed therein.
- (3) Also as to Schedule B. If it appear to an Inspector that any Factory or part of a Factory is not in a cleanly state, he may, by written notice, require the occupier to limewash or wash the same, within two months from date of such notice, and if the occupier fails to comply, the special exception shall cease to apply to such Works or part of such Works.

SCHEDULE A.

The whole of the following Non-textile Factories :—

Blast Furnaces.

Copper Mills.

Iron Mills.

Distilleries.

Breweries.

Sugar Factories.

Cement Works.

Manure Works.

Stone and Marble Works.

Paint, Colour, and Varnish Works.

Chemical Works.

Works in which alkali is used.

Glass Factories.

Flax Scutch Mills in which neither children nor young persons are employed, and which are worked intermittently for not more than six months in the year.

Non-textile Factories in which there are no glazed windows.

SCHEDULE B.

Foundries other than foundries in which brass mixing or brass casting is carried on.

Parts of Non - textile Factories as hereinafter mentioned :—

- (1) Such Ware-rooms or other Rooms in any Non-textile Factory as are used for the storage of articles (whether on shelves or otherwise) and not for the constant carrying on therein of any manufacturing process or handicraft.
- (2) Such parts of any Non-Textile Factory as are subject to the influence of steam evolved in the process of manufacture.
- (3) Such parts of any Non-textile Factory as are places in which pitch, tar, or like material is used.
- (4) Such parts of any Non-textile Factory as are places in which unpainted or unvarnished wood is manufactured.
- (5) Such parts of any Non-textile Factory as are places in which any metal other than brass is moulded, cast, or founded.
- (6) Such Ceilings or Tops of Rooms in any Non-textile Factory as are of slate or iron or are at least 20 feet from the floor.
- (7) All Ceilings or Tops of Rooms in any Non-textile Factory in which any of the following occupations are carried on :—

Print Works.

Bleach Works.

Dye Works.

Engineering and Machine Shops.

Agricultural Implement Making.

Coachmaking.

Fellmongers, Curriers, Tanners.

Making of Aerated Water.

Making of Preserved Fruit, Sweetmeats, Bonbons.

Engraving.

Manufacture of Starch, Soap, Candles.

Corn Flour Mills.

Manufacture of Watch Movements, Shaving, Boring,
Turning, and Fitting of Brass.

Further Lime-washing Exemptions. The following Factories and Workshops are further exempted from the regulations as to lime-washing, provided that the cubic space allowed to each person employed therein is at least 2,500 cubic feet.

Shipbuilding Works.

Gun Factories.

Engineering and Machine Shops or parts of them.

The Inspector can require the limewashing or washing as in the former class of exemptions.

Cubic Space and Over-crowding. A Factory or Workshop shall be deemed to be overcrowded, if the number of cubic feet of space in any room therein bears to the number of persons employed at once in the room a proportion less than 250 feet, or during overtime of 400 feet for every person, and a notice (Form 46) is to be kept affixed with these particulars for each room.

Sanitary Conveniences. Every Factory and Workshop shall be provided with sufficient and suitable accommodation in the way of sanitary conveniences, having regard to the number of persons employed or in attendance there, and there must be separate accommodation for each sex.

Sanitation of Workshops. Sanitation of Workshops is now under the Local Sanitary Authority, but the Secretary of State may by Order authorise and direct Factory Inspectors to take such steps as may appear necessary or proper to enforce the Sanitary Provisions of the Factory Acts in any Workshop or Laundry, who may then enforce the law relating to Public Health in Workshops.

Annual Returns. The occupier of every Factory and Workshop shall, on or before the 1st March every year, send to the Inspector of the district, on behalf of the Secretary of State, a correct return, specifying, with respect to the year

ending the preceding 31st December, the number of persons employed therein, with such particulars as the Secretary of State may direct.

The provisions of the Acts as to health in Factories are generally applicable to Workshops also.

**Lists of
Out-
workers
by certain
Employers
and
Half-yearly
Reports.**

The occupier of every Factory and Workshop and every contractor employed by any such occupier in the business of the Factory or Workshop, shall, if so required by Order of the Secretary of State, keep the prescribed Form No. 44, with lists showing the names of all persons directly employed by him, as Workman or as Contractor Outside the Factory or Workshop, the places where they are employed, &c., and such list shall be open to any Factory Inspector or any Officer of a Sanitary Authority, and such occupiers and contractors shall send to the Inspector of the district on or before the 1st March and the 1st September every year a list of such Out-workers and where they are employed.

The order now applies to the following:—

The manufacture of articles of wearing apparel ;

The manufacture of electro plate ;

Cabinet and furniture making and upholstery work ;

The manufacture of files ;

Also to any place from which any work of making wearing apparel for sale is given out and to the occupier of that place and every contractor employed by any such occupier in connection with the said work.

**Particulars
as to
Wages.**

The occupier of every Textile Factory shall, for the purpose of enabling each worker who is paid by the piece to compute the total amount of wages payable to him in respect of his work, cause to be published particulars of the rate of wages applicable to the work to be done, and also particulars of the work to which that rate is to be applied.

If the occupier fail to comply with this, or fraudulently uses a false indicator for ascertaining the particulars or amount of any work paid for by the piece, he shall be liable to a penalty.

The Secretary of State may extend the above "particulars" clause to any class of Non-Textile Factories or Workshops, by Order.

Prohibition of Employment of Women after Childbirth. An occupier shall not knowingly allow a woman to be employed within four weeks after she has given birth to a child.

Dangerous Factories or Workshops, &c. On complaint by an Inspector that a Factory or Workshop is in a state dangerous to health, life, or limb, an order may be made by Magistrates to prohibit such place being used as a Factory or Workshop until such works have been executed as to remove the danger.

An Inspector may notify in writing to any occupier or contractor employed by him, that the place in which the work is carried on is injurious or dangerous to health, and if the occupier or contractor after one month gives out work to be done in that place, he is liable to a fine.

Water Supply. The owner of every house (see Definition p. 3, which embraces Factories and Workshops) shall provide a proper water supply to it.

Fans. If an Inspector finds that from grinding, &c., on a wheel, dust is generated, and it appears the inhalation of such dust could be obviated by use of a Fan or other mechanical means, in a Factory or Workshop, he may direct such Fan, &c., to be provided and maintained.

Notice by Cotton Cloth Factory Occupier. See p. 69 as to notice to be given to Chief Inspector of Factories where humidity is artificially produced in Cotton Cloth Factories or discontinued.

Restrictions as to Wearing Apparel where Infectious Disease. No occupier of either a Factory, Workshop, Laundry, or any place where any work is given out, or any Contractor employed by such Occupier, is to cause or allow Wearing Apparel to be Made, Cleaned, or Repaired in any place, whilst any inmate thereof is suffering from Scarlet Fever or Small-pox.

Conditions Required to be Fulfilled before any Special Exception can be Acted on. An Occupier must affix in his Works, and serve notice also on the Inspector of the District, any Special Exception he may desire to act under, at least seven days before he can take advantage of it, and if he wishes to give up working under such Special Exemption he must give notice to the Inspector, otherwise he will be deemed to be acting on it.

Bake-houses. Occupiers of Bakehouses have to carry out the lime-washing regulations (see p. 19) once at least in every six months. This applies to both Bakehouses which are Factories and Retail Bakehouses which are Workshops.

They are not to permit a place on the same level as the Bakehouse, and forming part of the same building, to be used as a sleeping place, unless—

- (1) It is effectually separated from the Bakehouse by a partition extending from floor to ceiling; and
- (2) There is an external glazed window at least of nine superficial feet in area, of which at least half is made to open for ventilation.

Owners, &c., of Bake-houses. Any person who lets, occupies, or knowingly suffers to be occupied, a Bakehouse contrary to above is liable to a fine.

**Further
Regulations
as to
Bakehouses.**

- (1) No water-closet, earth-closet, privy, or ashpit, shall be within or communicate directly with a bakehouse.
- (2) Any cistern for supplying water to a bakehouse shall be separate and distinct from any cistern for supplying water to a water-closet.
- (3) No drain or pipe for carrying off fæcal or sewage matter shall have an opening in a bakehouse.
- (4) A place underground not to be used as a bakehouse unless it is so used on the 1st January, 1896.

**Regulations
as to White
Lead
Factories.
Certificate
Required.**

The Occupier of a White Lead Factory on written application to the Chief Inspector of Factories for an inspection by an Inspector, shall obtain a certificate, and the Inspector if he finds the Scheduled conditions (see Schedule below) have been complied with, will certify to a Secretary of State that the Factory is in conformity with the Act, and a copy of such certificate signed by the Inspector is to be given to the occupier.

If it appears that the Factory after being certified is in default in any respect, the Inspector may withdraw the certificate, unless within a reasonable time the default is remedied.

No occupier can legally carry on a White Lead Factory without such certificate.

**Schedule of
Conditions.** Schedule of conditions for certificate for White Lead Factory.

- (1) The stacks and stoves must be efficiently ventilated.
- (2) Occupier must provide suitable means for washing hands and feet, and sufficient supply of hot and cold water, soap, towels, and brushes.
- (3) Also sufficient baths (hot and cold) for use of the women.

- (4) Also a room for meals for all persons employed, but not in any part of the Factory where work is carried on.
 - (5) Overalls to be provided for any one working in a tank, respirators and head coverings for any one working in a white-bed, overalls for every one in any dry stove or rollers, as well as respirators.
 - (6) All persons employed to have access to sufficient supply of acidulated drink.
- (See also Special Rules for these Works, pp. 63, 84.)

Washing Appliances where lead, &c., is used.

Suitable washing conveniences are to be provided in those Departments of all Factories and Workshops where lead, arsenic, or other poisonous substances are used.

Reasonable temperature in Factories and Workshops.

Adequate means to be taken in every Factory or Workshop to secure and maintain a reasonable temperature in each room where persons are employed.

Wet Spinning. Where Wet Spinning is carried on the protected classes shall not be employed in any part of a Factory, unless means are taken to protect the workers from being wetted, and where hot water is used, the escape of steam into the room occupied by the workers is to be prevented. (See Special Rules in Textile Factories also.)

Exemption of Certain Home Work.

If work is carried on at irregular intervals, and does not furnish the whole or principal means of a family dwelling in a private house, such place is not a Workshop under the Act.

Copies of Special Rules to be posted up.

Printed copies of the Special Rules applicable to any trade are to be posted up in all Works where in force, and occupier to give copy of such on application to any person affected thereby.

DUTIES OF OWNERS.

Duties of Owners of Tenement Factories.

“The Owner of a Tenement Factory” shall, instead of the occupier (whether he be or not one of the occupiers), be liable for the observance, and punishable for the non-observance, of the following provisions :—

- (1) For the sanitary provisions of the Acts.
- (2) For all fencing of machinery, except such parts as are supplied by the tenants.
- (3) The affixing of Abstracts and Notices.
- (4) Limewashing, &c., of all the interior of the Factory so far as relates to engine house, passages, staircases, and any room let to more than one tenant.
- (5) Providing a fan or other mechanical means of carrying off dust in grinding, &c., on a wheel, or where any gas vapour or other impurity is inhaled to an injurious extent.
- (6) For affixing and carrying out Special Rules in the declared dangerous trades.

The Owner of a Tenement Factory is the person also to be proceeded against in case of dangerous premises. (See p. 24).

DUTIES OF WORKPEOPLE AND PARENTS OR GUARDIANS.

Particulars as to Wages.

If any workman in a Textile Factory fraudulently alters an automatic indicator used for ascertaining particulars, &c., as to work paid by the piece, he is liable to a penalty ; or if any workman having received particulars as to wages, furnished directly to him or a fellow-workman, discloses the particulars for the purpose of divulging a trade secret, he is also liable to a penalty ; or if any person solicits or procures a person so engaged in any Factory to disclose such particulars he shall be liable to a penalty.

Special Rules in the Dangerous Trades.

If any person who is bound to observe any Special Rules established in any Factory or Workshop acts in contravention of, or fails to comply with, any such special rule, he shall be liable on summary conviction to a fine.

Representation of Workmen on Arbitration and Special Rules.

Where any matter in difference is referred to arbitration, any of the workmen employed in the class of employment to which the arbitration relates may appoint any person to represent them, and such person shall be entitled to attend and take part in such proceedings, either in person or by counsel, &c.,

under restrictions as to costs, if any.

Parents or Guardians.

Parents or Guardians are responsible that their children are legally qualified for employment in Factories and Workshops, and attend school regularly. (See pp. 17, 18.)

Power of Inspector as to Examination of any Person, and to require Signed Declaration.

An Inspector has power to examine alone or in the presence of any other person, with respect to matters under the Acts, every person whom he finds in a Factory or Workshop, or School, or whom he has reasonable cause to believe to be or to have been within the preceding two months employed in a Factory or Workshop, and to require such person to be so

examined, and to sign a declaration of the truth of the matters respecting which he is so examined.

CHAPTER III.

SAFETY, FENCING, &c.

The provisions of the Acts as to the safety of those employed are very comprehensive, but yet simple—the secure fencing of certain machinery moved by mechanical power being absolutely enacted; or else, as in the case of dangerous machinery, at the order of the Magistrates, it has to be fenced, repaired, or altered; and this includes vats, &c., containing dangerous liquids or molten metal. Also one or other of the protected classes are restricted from cleaning certain moveable parts of machinery. Self-acting machines in Factories erected after 1st January, 1896, have to be in defined positions with respect to standing obstacles, and in Tenement Factories where grinding and cutlery is carried on, minute provisions as to the pulleys being fenced, positions of grindstones, &c., are made. Provision against fire, by structural alterations of buildings, or fire escapes, and by doors being readily opened, is enacted.

Fencing.

- (1) Every hoist or teagle, and every fly-wheel directly connected with the steam, or water, or other mechanical power, whether in the engine-house or not, and every part of any water wheel or engine worked by any such power, shall be securely fenced; and
- (2) Every wheel-race not otherwise secured shall be securely fenced close to the edge of the wheel-race.

- (3) All dangerous parts of the machinery, and every part of the mill-gearing, shall either be securely fenced, or be in such position, or of such construction, as to be equally safe to every person employed or working in the Factory as it would be if it were securely fenced ; and
- (4) All fencing shall be constantly maintained in an efficient state while the parts required to be fenced are in motion or use, except where the parts are under repair, or under examination in connection with repair, or are necessarily exposed for the purpose of cleaning or lubricating, or for altering the gearing or arrangements of the parts of the machine.

The Court of Queen's Bench has decided that the word machinery includes all the operative machinery in a Factory, thus the dies of presses, circular saws, and so on, should be fenced as far as possible.

Restrictions on Cleaning. A child shall not be allowed to clean any part of the machinery while it is in motion by aid of mechanical power, neither shall a young person be allowed to clean the dangerous parts of such machinery (for this purpose such parts of the machinery shall, unless the contrary be proved, be presumed to be dangerous as are so notified by an Inspector to the occupier).

A young person or woman shall not be allowed to clean mill-gearing while in motion for propelling any part of the manufacturing machinery.

A child, young person, or woman shall not be allowed to work between the fixed and traversing parts of any self-acting machine when it is in motion by aid of mechanical power.

As to the position of Self-acting Machine. In a Factory erected after 1st January, 1896, the traversing carriage of any self-acting machine shall not be allowed to run out within a distance of 18 inches from any structure not being part of the machine, if such space is liable to be passed by any person.

And a person employed shall not be allowed in the space between the fixed and traversing portions of a self-acting machine, unless it is stopped with the traversing portion on the outward run, but for the purpose of this provision the space in front of the machine shall not be included in the space aforesaid.

Power to make Order as to Dangerous Machines. On complaint by an Inspector, a Court of Summary Jurisdiction may, by order, prohibit the machine from being used, or if it is capable of repair or alteration, from being used until it is duly repaired or altered.

(This would include a faulty grindstone and its fittings.)

Vats, Pans. If vats, &c., are dangerous by reason of holding hot liquid or chemicals, or molten metal, &c., likely to cause bodily injury to any person employed, although there is no provision in the present Acts for the fencing of same, an Inspector can order the same to be fenced, and if not so fenced may apply for a Magistrates' Order, as if it were dangerous machinery. The Special Rules in the Chemical trades provide for this also.

As to Grinding in a Tenement Factory. Where grinding is carried on in a Tenement Factory, the owner of the Factory shall be responsible for the observance of the regulations set forth in the 1st Schedule of the Act of 1895 (see p. 33) And in every such Tenement Factory the owner and occupier of the Factory respectively shall see that such parts of the hoisting chains and of the hooks to which the chains are attached, as are supplied by them respectively, are kept in efficient

condition ; and in every Tenement Factory where grinding or cutlery is carried on the owner of the Factory shall provide that there shall at all times be instantaneous communication between each of the rooms in which the work is carried on and both the engine-room and boiler-house.

But the above regulations do not apply to a Textile Factory.

1st SCHEDULE, ACT, 1895.

- (1) Boards to fence the shafting and pulleys, locally known as drum boards, shall be provided and kept in proper repair.
- (2) Handrails shall be fixed over the drums and kept in proper repair.
- (3) Belt guards, locally known as scotchmen, shall be provided and kept in proper repair.
- (4) Every floor, constructed after 1st January, 1896, shall be so constructed and maintained as to facilitate the removal of slush, and all necessary shoots, pits, and other conveniences shall be provided for facilitating such removal.
- (5) Every grinding room or hull, established after 1st January, 1896, shall be so constructed that for the purpose of light grinding there shall be a clear space of three feet at least between each pair of troughs, and for the purpose of heavy grinding there shall be a clear space of four feet at least between each pair of troughs, and six feet at least in front of each trough.
- (6) The sides of all drums in every grinding-room or hull shall be closely fenced.
- (7) Except in pursuance of a special exemption granted by the Secretary of State, no grindstone shall be run before any fire-place or in front of another grindstone.
- (8) No grindstone erected after 1st January, 1896, shall be run before any door or other entrance.

Provision against Fire. Every Factory, of which the construction is commenced after the 1st January, 1892, and in which more than forty persons are employed, and likewise every Workshop, the construction of which is commenced after the 1st January, 1896, with the above limits as to persons employed, shall be furnished with a certificate from the Sanitary Authority that the Factory or Workshop is provided on the storeys above the ground floor with such means of escape in case of fire as can reasonably be required in each case.

With respect to all Factories and Workshops not under the above categories, (viz., in existence before the dates given), and in which more than forty persons are employed, it shall be the duty of the Sanitary Authority to ascertain whether such Factories and Workshops are provided with such means of escape, and the Sanitary Authority is given power to compel compliance with its requirements for providing means of escape from fire, but in case of difference of opinion between owner and the said Sanitary Authority either party may refer the matter to arbitration as provided by the 1st Schedule to Act of 1891 (p. 69), but the application to refer this to arbitration must be made within one month after the difference arises.

Moveable Fire-escapes. On complaint by an Inspector, a Court of Summary Jurisdiction may by order require the occupier of a Factory or Workshop to provide and maintain moveable fire-escapes.

Doors to Open from Inside. While any person employed in a Factory or Workshop is therein, the doors of the works and rooms in which any person may be are not to be fastened that they cannot be easily and immediately opened from the inside.

Doors to be made to Slide or Open Outwards. In every Factory or Workshop, the construction of which is commenced after 1st January, 1896, the doors of each room in which more than ten persons are employed shall, except in the case of sliding doors, be made to open outwards.

CHAPTER IV.

PERIODS OF EMPLOYMENT AND MEAL HOURS.

General Remarks on Hours of Employment and Meals. It must be noted that there is but one "Period of Employment" allowed in any one Factory or Workshop by the general law, and that the protected classes must have the same meal hours therein ; and they shall not be allowed to remain in a room during such meal times where any manufacturing process is being carried on, nor be employed during such meal times. The protected classes shall not be employed in any Factory or Workshop, except during the specified period of employment. However, in the following Factories, these provisions as to meal times being allowed at same hours do not apply :—

Factories Exempt from Same Meal Hours.	(1) Blast Furnaces.
	(2) Iron Mills.
	(3) Paper Mills.
	(4) Glass Works.
	(5) Letterpress Printing Works.

(6) Print or Bleach and Dye Works (as to male young persons employed in process of dyeing or open air bleaching).

Factories and Workshops Exempt from having the same Meal Hours. (7) Textile Factories wherein female young persons or women employed in a distinct department in which there is no machinery commence work at a later hour than the men and other young persons, provided that all in the same department have their meals at the same time.

(8) Non-textile Factories and Workshops where wearing apparel is made.

(9) Non-textile Factories and Workshops wherein there are two or more departments or sets of young persons, provided that all in the same department or set have their meals at the same time.

(10) Non-textile Factories and Workshops, viz.: Dressing Floors, Tin-streams, China Clay Pits, and Quarries in the County of Cornwall.

(11) Non-textile Factories where the Baking of Bread and Biscuits by Travelling Ovens is carried on.

Special Exception Form 19 must be affixed in the works for above privileges.

Works exempted from provisions as to not being employed or remaining in room, &c., during meal hours.

In the following Factories and Workshops, the provisions as to the protected classes not being employed or allowed to remain in a room when manufacturing is being carried on, do not apply:—

- (1) Iron Mills.
- (2) Paper Mills.
- (3) Glass Works (save as otherwise provided).
- (4) Letterpress Printing Works.

- (5) In case of a male Young Person, in print or bleaching and dyeing works where the process of dyeing or open-air bleaching is carried on, to this extent that practically he can take his meals when and where others are at work, and that children, women, and other young persons may work when he is at meals.
- (6) In Textile Factories wherein female Young Persons and Women, employed in a distinct department where there is no machinery, commence work later than the males, subject to condition that all in same department have same meal hours.
- (7) In Non-textile Factories and Workshops where Wearing Apparel is made.
- (8) In Non-textile Factories and Workshops wherein there are two or more departments or sets of Young Persons, subject to the condition that all in the same department or set have the same meal hours.
- (9) In Dressing-floors, Tin-streams, China-clay Pits, and Quarries in Cornwall.
- (10) In Non-textile Factories where Bread or Biscuits are made by means of Travelling Ovens.

Special Exception Form No. 20 must be affixed in the works for above privileges.

Protected classes cannot work Sundays. The protected classes shall not be employed on Sundays, except as specially allowed by the Acts. Jews, under certain circumstances (see p. 50) and male young persons in blast furnaces and paper mills (see p. 56) are, however, allowed Sunday Work.

Works where Different Departments may be Treated as Separate Works. The Secretary of State may permit different branches or departments in the same Factory or Workshop to be treated as separate Works. This applies to Laundries—as to being allowed one or more periods of employment.

Also to Bleach and Dye Works,

Letterpress Printing Works and Works of Lithographers and Manufacturing Stationers, and

Factories and Workshops for making Wearing Apparel,

for the purpose of the "employment of women during overtime," provided that each branch is quite distinct as to rooms, management, and persons employed. (See Overtime, p. 52.)

Period of Employment. "Period of Employment" and "Meal Hours" must be fixed on Abstract, and except between these hours employment of a child, young person, or woman is illegal.

IN TEXTILE FACTORIES.

For Women and Young Persons. "In Textile Factories" for Women and Young Persons hours shall be either 6 a.m. to 6 p.m. or 7 a.m. to 7 p.m., except on Saturdays; and on Saturdays shall begin either at 6 a.m. or 7 a.m., and where it begins at 6 a.m., and if not less than one hour is allowed for meals, shall end at 1 p.m. for manufacturing, and 1 30 p.m. for any other purpose; but if less than one hour is allowed for meals, shall end at half an hour after noon for manufacturing, and 1 p.m. for any other purpose; and where it begins at 7 a.m. the period shall end at 1 30 p.m. for manufacturing, and 2 p.m. for any other purpose.

On every day except Saturday not less than two hours to be given for meals, of which one hour to be fixed before 3 p.m.; and on Saturdays not less than half an hour; and a young person or woman shall not be employed continuously for more than $4\frac{1}{2}$ hours without an interval of at least half an hour for a meal.

Employment of Children in Textile Factories in Sets. Children can only be employed on the system of morning and afternoon sets, or on that of alternate days.

Morning set may begin at same hour as if the child were a young person and end at 1 p.m., or, if the dinner hour is before one o'clock, then at the beginning of the dinner hour. And the afternoon set shall begin at 1 p.m., or any later hour at which the dinner hour terminates, and end at the same hour as if the child were a young person.

Employment in Textile Factory of Children on Saturdays, in Sets. And the period of employment of a child on Saturday shall be the same as if the child were a young person. A child shall not be employed in two successive periods of seven days in a morning set, nor in two successive periods of seven days in an afternoon set, nor on two successive Saturdays, nor on Saturday in any week if on any other day in that week his period of employment has exceeded five hours and a half.

Children on Alternate Day System. The period of employment and the time for meals of children on the alternate day system shall be the same as if the child were a young person, but the child shall not be employed on two successive days, nor on the same day of the week in two successive weeks.

And on either system a child shall not be employed continuously for a longer period than he could be if he were a young person (*i.e.* $4\frac{1}{2}$ hours) without an interval of, at least, half an hour for a meal.

Two-hour Meals in Print, &c., Works. Print and Bleaching and Dyeing Works, although Non-textile Factories, must have two hours for meal times.

Exception Employment : Children on Saturday. The Period of Employment of a Child in an afternoon set in a Factory or Workshop, where the dinner time does not begin before two p.m., may begin at noon, provided the morning set leaves off at noon.

Five-hour Spells in Certain Textile Factories. The only exceptions to above are that in the following Textile Factories the protected classes may work five-hour spells during the winter months (1st November to 31st March) if the period of employment is fixed to begin at 7 a.m., and that 7 a.m. to 8 a.m. is allowed for meals :—

- (1) The making of Elastic Web.
- (2) The making of Ribbon.
- (3) The making of Trimming.
- (4) Hosiery Factories.
- (5) Woollen Factories in counties of Oxford, Wilts, Worcester, Gloucester, and Somerset.
- (6) Factories in which the only processes are winding and throwing of raw silks, or either of them.

Notice 15 must be used.

IN NON-TEXTILE FACTORIES.

Periods of Employment and Meal Times. In Non-textile Factories the period of employment for young persons and women, except on Saturdays, shall (save as specially excepted) either begin at 6 a.m. and end at 6 p.m., or begin at 7 a.m. and end at 7 p.m., or begin at 8 a.m. and end at 8 p.m.

And on Saturday shall begin at 6 a.m. or at 7 a.m. and end at 2 p.m., or when it begins at 7 a.m. end at 3 p.m., or begin at 8 a.m. and end at 4 p.m.

On every day, except Saturday, not less than one hour and a half shall be allowed for meals, of which one hour either at the same time or at different times shall be before 3 p.m., and on Saturdays not less than half-an-hour; and young persons and women shall not be employed continuously for more than five hours without an interval of at least half-an-hour for a meal .

Women exempted as to hours of employment in certain Flax Scutch Mills. If the Occupier does not employ in a Flax Scutch Mill either children or young persons, and has served on an Inspector the notice of his intention not to do so, women are exempted from the factory regulations as to employment, provided that the work is intermittent and does not exceed in the whole six months in the year.

Apparently there is no specified notice for this, but Notice 29 is applicable.

Period of Employment and Meal Hour in Workshops. Young persons in Workshops shall have the same hours fixed for employment as in Non-textile Factories, and the same regulations as to meal hours. And if young persons or children, or either of them, are employed in a Workshop, women employed therein are to have the same hours for employment and meals.

Children in Non-textile Factories and Workshops. Children in both Non-textile Factories and Workshops may be employed only on the system of morning and afternoon sets, or (if not less than two hours are allowed for meals on every day except Saturday), on the alternate day system.

On Set System. The morning set may begin every day at 6 a.m., 7 a.m., or 8 a.m., according to the period of employment for women, &c., and end work at 1 p.m., or at the beginning of the dinner hour.

And the afternoon set may begin every day at 1 p.m., or any hour later than half after noon, at which the dinner hour ends, and end at 2 p.m. on Saturday, and on any other day at 6 p.m., 7 p.m., or 8 p.m., according to the period of employment, and if this is 8 a.m. to 8 p.m., then the children may work till 4 p.m. on Saturdays.

A child shall not be employed in two successive periods of seven days in a morning set nor in two successive periods of seven days in an afternoon set, nor on Saturday in any week in the same set in which he has been employed on any other day of the same week.

On Alternate Day System. And the period of employment of a child on the alternate day system may begin at 8 a.m. and end at 8 p.m., and on Saturday at 4 p.m., if the period of employment for young persons and women is 8 a.m. to 8 p.m.

On the alternate day system not less than two hours must be allowed to children for meals on every day except Saturday, and on Saturday not less than half an hour.

And a child shall not be employed in any manner on two successive days, and shall not be employed on the same day of the week in two successive weeks.

And on either system a child shall not be employed continuously for more than five hours without an interval of at least half an hour for a meal.

Workshop on System of not Employing Children or Young Persons. In a Workshop on the system of not employing either children or young persons and the occupier of which has served on an Inspector notice (Form 29) of his intention to conduct his Workshop on that system :—

- (a) The period of employment for a woman shall, except on Saturday, be a specified period of twelve hours taken between 6 a.m. and 10 p.m., and shall on Saturday be a specified period of eight hours taken between 6 a.m. and 4 p.m.
- (b) And there shall be a specified period for meals and absence from work of not less than one hour and a half, except on Saturday, and on Saturday of half an hour.

Where an occupier has served above notice (Form 29) the Workshop is deemed to be so conducted until the occupier changes it by notice to the Inspector, and a

child or young person would be deemed illegally employed ; and the change may not be made oftener than once a quarter, unless for special cause allowed in writing by the Inspector. Form 29 to be used.

Period of Employment in Domestic Factory or Workshop, and Meal Hours.

The " Period of Employment in a Domestic Factory or Workshop " for a young person shall begin at 6 a.m. and end at 9 p.m., except on Saturday, when it shall begin at 6 a.m. and end at 4 p.m ; and every young person shall be allowed during the period of employment four-and-a-half hours, except on Saturday, when two-and-a-half hours shall be allowed.

And for a child it shall begin on every day either at 6 a.m. and end at 1 p.m., or begin at 1 p.m. and end at 8 p.m., and on Saturday end at 4 p.m., and for education such child shall be deemed to be employed in a morning or afternoon set. Therefore a child in a Domestic Factory or Workshop cannot be employed on the alternate day system ; but women's labour is unrestricted.

And a child shall not be employed before 1 p.m. in two successive periods of seven days, nor after that hour in two successive periods of seven days, and shall not be employed on Saturday in any week before 1 p.m. if on any other day in the same week he has been employed before that hour, nor after that hour if on any other day of the same week he has been employed after that hour.

A child shall not be employed continuously for more than five hours without an interval of at least half-an-hour for a meal.

Exemptions from fixing Notices, &c., in Domestic Factories and Workshops.

Notices or Abstracts need not be affixed, nor the annual holidays allowed ; nor sending notices of accidents in Domestic Factories or Workshops ; nor need certificates of fitness be procured therein ; but such Domestic Factories or Workshops are as regards sanitation under the Public Health Act.

Laundries. In any Laundry carried on by way of trade, or for purpose of gain, the following provisions shall apply :—

- (1) The period of employment, exclusive of meal hours and absence from work, shall not exceed—
For children, ten hours; for young persons, twelve hours; for women, fourteen hours in any consecutive twenty-four hours; nor a total for children of thirty hours, and for young persons and women, sixty hours in any one week, in addition to such overtime as may be allowed in the case of women.
- (2) A child, young person, or woman shall not be employed continuously for more than five hours without an interval of at least half-an-hour for a meal.
- (3) And they shall have the same holidays as they would have if employed in a Factory. (See p. 48).
- (4) So far as regards sanitary provisions, safety, accidents, the affixing notices, abstracts, &c., notice of occupation, powers of inspectors, fines and legal proceedings, education of children, the Factory Acts shall have the same effect as if every Laundry in which steam, water, or other mechanical power is used in aid of the Laundry process were a Factory, and every other laundry were a Workshop.
- (5) The notice to be affixed in each Laundry shall specify the period of employment and meal times, but the period and times may be varied before the beginning of employment on any day.

**Certain
Laundries
Exempted
from Act.**

Where the only persons employed are :—

- (a) Inmates of any Prison, Reformatory, or Industrial School, or other institution subject to inspection under any other Act.
- (b) Inmates of an institution conducted in good faith for religious or charitable purposes.

- (c) Members of the same family dwelling there, or in which not more than two persons dwelling elsewhere are employed.

Overtime in Laundries. Overtime in Laundries is only allowed to women with same restrictions as in other Factories or Workshops (under Special Exception Form 21.) (See pp. 52-53.)

Special Health Rules for Laundries. (1) Special means for ventilating ironing rooms and wash-houses.

- (2) Stoves for heating irons to be separated from ironing rooms, and gas irons emitting noxious fumes are not to be used.

- (3) Floors to be properly drained.

Factories and Workshops in which the Employment of Young Persons and Children is Restricted or Forbidden. The part of a Factory or Workshop in which is carried on—
The process of silvering of mirrors by the mercurial process ; or
The making of white lead—
A child or young person shall not be employed.
The part of a Factory in which is carried on the process of melting or annealing glass—
A child or female young person shall not be employed.

The Factory or Workshop in which is carried on—
The making or finishing of bricks or tiles, not being ornamental tiles ; or

The making or finishing of salt—

A girl under 16 years of age shall not be employed.

In the part of a Factory or Workshop where is carried on

Any dry grinding in the metal trade, or

The dipping of lucifer matches—

A child shall not be employed.

In above named works Notice 7 must be affixed.

Restrictions on Employment both In and Outside Factory, &c., on same Day. A Child shall not be employed both in and outside the Factory or Workshop on the same day on the business of the Factory or Workshop, except during the "Period of Employment." And the same regulation applies to Young Persons and Women, with additional condition that it applies only when they are employed in the Factory or Workshop, both before and after the dinner hour.

And for these purposes, any of the protected classes who has work given out to him or her, or is allowed to take out work to be done outside the Factory or Workshop, shall be deemed to be employed outside on the day on which the work is given or taken out.

Restriction on Employment partly in Factory or Workshop and in a Shop. If a young person or woman is employed by same employer on same day in both a Factory or Workshop and a Shop, the total hours permitted for employment is not to exceed on such day the hours allowed by the Factory Acts in such Factory or Workshop.

Places Forbidden, &c., for Meals for the Protected Classes.

- (1) In glass works, where the materials are mixed.
- (2) Where flint glass is made, to where grinding, cutting or polishing is carried on.

- (3) In lucifer match works, to any part in which any manufacturing process or handicraft (except that of cutting the wood) is usually carried on.
- (4) In earthenware works to any part known or used as dippers' house, dippers' drying room, or china scouring room.
- (5) Every part of a Factory or Workshop in which wool or hair is sorted or dusted, or rags sorted, dusted, or ground.

- (6) Every part of a Textile Factory where gassing is carried on.
- (7) Every part of a printwork, bleachwork or dyework, where singeing is carried on.
- (8) Every part of a Factory or Workshop where any of the following processes are carried on :—
 Grinding, Glazing, or Polishing on a Wheel.
 Brass-casting, Type-founding.
 Dipping Metal in aquafortis, or other acid solution.
 Metal Bronzing.
 Majolica Painting on Earthenware.
 Catgut Cleaning and Repairing.
 Cutting, Turning, Polishing Bone, Ivory, Pearl-shell, Snailshell.
- (9) Every Factory or Workshop where chemicals or artificial manures or white lead are made, except any room used solely for meals.
- (10) Every part of a Factory or Workshop where dry powder or dust is used in the following processes :—
 Lithographic Printing.
 Playing Card Making.
 Fancy Box Making.
 Paper Staining.
 Almanac Making.
 Artificial Flower Making.
 Paper Colouring and Enamelling.
 Colour Making.

No child, young person, or woman may take a meal or remain in such parts during meal hours.

Special Exception Notice 8 must be affixed in the above named works.

It will be noticed that several of above classes of work now come under the Special Rules. (See pp. 62-63.)

Period of Employment on Saturdays, when actual employment not more than 8 hours on other days. In Non-textile Factories and Workshops, for young persons and women the period of employment may be from 6 a.m. to 4 p.m. on Saturdays with an interval of not less than 2 hours for meals, if they have not been actually employed for more than 8 hours on any day of that week, and notice of such has been affixed and served on the Inspector. Notice 30 is to be used.

Changing hours of Employment and Meals, &c. Should an Occupier desire to change his Period of Employment or Meal Times, or System of Employing Children, he must serve on the Inspector Notices 31, 32, and 33 respectively, and the change shall not be made until he has so given notice and affixed the notice in the works, and the change is not to be made oftener than once a quarter, unless for special cause allowed in writing by an Inspector. (In a Tene-ment Factory the Owner or Occupier has to do this.)

Annual Holidays to be given. The Abstracts which are supplied to every known Factory and Workshop detail the holidays which must be given annually.

In England and Wales if Christmas Day, Good Friday, and the four Bank holidays are given, no notice need be affixed of holidays or served on the Inspector, but in Scotland and Ireland (or in England and Wales if the above days are not given), the Notice 34 must be affixed and served on the Inspector during the first week in January each year. Cessation from work is not to be deemed a holiday or half-holiday, unless it has been duly notified, as mentioned above.

The regulations are so numerous that they need not be given here (being on the Abstracts), but they provide for two whole days besides eight half or four whole days in each year. After the holidays are fixed they may be altered by notice as before, not less than fourteen days before the holiday to which it applies is due.

Different Holidays to Different Sets. In the following named Non-textile Factories and Workshops, all or any of the half or whole Holidays to any of the Protected Classes, or to sets of such, may be given on different days, by using Notice 16 :—

- (1) The Printing of Newspapers, or of periodicals, or of railway time-tables, or of law or Parliamentary proceedings.
- (2) Where any manufacturing process or handicraft is carried on in connection with the retail shop on the same premises.
- (3) The making of any article of wearing apparel or of food.
- (4) Manufacture of plate-glass.

N.B.—Nos. (1) and (4) of above apply to Non-textile Factories only, and Nos. (2) and (3) apply both to Non-textile Factories and to Workshops.

This only applies to the Annual Holidays, and in no way affects the weekly short day.

When Occupier of Factory or Workshop is of Jewish Religion.

- (1) If the Factory or Workshop is closed on Saturdays until sunset young persons and women may be employed from sunset until 9 p.m.
- (2) If the Factory or Workshop be closed the whole of Saturday and Sunday young persons and women may work one hour extra each day from Monday to Friday, either from 6 a.m. to 7 p.m., or 7 a.m. to 8 p.m., or 8 a.m. to 9 p.m.
- (3) And if all the protected classes are Jews (by Notice 34) they may work on Christmas Day and Good Friday, but the Factory or Workshop must not be opened for traffic on these days.

Notice 17 must be used, also as noted in paragraph 3, Notice 34.

These hours are not to be deemed "overtime," and therefore the usual notifications of overtime need not be used.

Where Occupier is of Jewish Religion may work Jews on Sundays.

Where the occupier is of Jewish religion, he may employ young persons and women of the Jewish religion on Sundays if he closes the whole of Saturday, and does not work the extra hour on the other days of the week, and does not open for traffic on Sunday.

The hours may be one of the usual "periods of employment" applicable to the Saturday, viz., 6 a.m. to 2 p.m., &c.

Notice 18 must be used.

OVERTIME.

Overtime. "Overtime," that is to say work after the fixed period of employment, is only permitted to the following classes of Non-textile Factories, Workshops, Laundries, and Warehouses.

It will be noticed that overtime is only legal at the end of the period of employment, as it is to enable manufacturers to finish work, so cannot be worked before the usual commencement of the day's work, and is not legal on Saturdays or the substituted day.

Trades which can Claim to Work Overtime.

Flax Scutch Mills.

Making or Finishing of Bricks or Tiles, not being Ornamental Tiles.

Open Air Ropeworks { (The part of, where open air process is carried on).

Open Air Bleaching and Turkey Red Dyeing } (The part of, Open Air Bleaching and Turkey Red Dyeing).

Glue Making.

Letterpress Printing Works.

Bookbinding Works.

Lithographic Printing.

Machine Ruling.

Firewood Cutting.

Bon-bon and Christmas Present Making.

Almanack Making.

Valentine Making.
 Envelope Making.
 Aërated Water Making.
 Playing Card Making.
 Making up of any Article of Wearing Apparel.
 Making up of Furniture Hangings.
 Artificial Flower Making.
 Fancy Box Making.
 Biscuit Making.
 Job Dyeing.

Warehouses (Textile)	{	Where the women are solely employed polish- ing, cleaning, wrapping, or packing up goods.
Warehouses (Non-textile)		

Die Sinking.
 Cardboard Making.
 Paper Colouring and Enamelling.
 Rolling of Tea Lead.
 Making Gasholders, Boilers, &c., partly manufactured
 in the open air.
 Making of Fireworks.
 Making of Pork Pies

- 1 Calendering, Finishing, Hooking, Lapping, or Making
 up and Packing any Yarn or Cloth (where it is
 the only process).

Laundries (see special regulations, p. 53).

- 1 Parts of Non-textile Factories where Milling, Per-
 forating, and Gumming Postage and Inland
 Revenue Stamps is carried on.

- 2 Warping, Winding, or Filling as incidental to the
 Weaving of Ribbons in Workshops.

Dressing Floors, Tin Streams, China Clay Pits and
 Quarries in Cornwall.

- 1 Calendering, Finishing, Hooking, Lapping, or Making
 up and Packing of any Yarn or Cloth (except
 Bleach Works and Dyeworks in Lancaster and
 Cheshire).

Those numbered 1 in above in Non-textile Factories only.

Those numbered 2 in above in Workshops only.

Overtime. Overtime is permitted, for adult women alone, for two hours (but an extra half-an-hour meal time must be given after 5 p.m.), and can only be in continuation of work after 6 p.m., 7 p.m., or 8 p.m.

And every day on which any woman has been employed overtime is to be taken into account.

And a woman shall not be employed more than three days in any one week, or for more than thirty days in any twelve months. (This is to count from 1st January, 1896).

No overtime can legally be worked without previously obtaining a Copy of—

Special Exception, Notice 21.

Record of Overtime „ 12.

And Register of Overtime „ 40A (Factories).

Or Register of Overtime „ 40B (Workshops).

The Notices 21 and 12 are to be affixed in the works, and Notice 21 served on the Inspector seven days before the Special Exception is acted on, and before 8 p.m. on each night that overtime is worked, one of the spaces on No. 12 is to be filled in, and a notice from No. 40 A or 40 B book sent to the Inspector.

Overtime may be taken in Certain Factories, &c., by Departments. An order has been made that different branches or departments of work, carried on in the following classes of Factories or Workshops may be treated as Separate Factories or Workshops for the purpose of women working overtime, provided that each branch is quite distinct as regards rooms, management, and persons employed :—

Bleach and Dye Works.

Letterpress Printing Works and the Works of Lithographers and Manufacturing Stationers.

The Manufacturing of Wearing Apparel.

The practical effect of this is that in the above-named trades, each separate branch, such as letterpress printing, bookbinding, machine ruling, lithographic printing, if all are carried on in one Factory, may each work women

thirty days in the twelve months, in each four departments ; but each must comply with the giving notices and filling up a separate No. 12 Record.

Overtime in Laundries. Women may work overtime in Laundries, under the same restrictions as other Factories or Workshops, as regards length of time each day, number of days in each week and year and the giving of notices, and also with proviso that no woman works more than fourteen hours in any day.

Parts of Laundries also are permitted to be treated as separate Factories or Workshops.

Registers when Overtime is Worked. When overtime is sanctioned, registers are to be kept of children and young persons employed in such Factory, Workshop, or Laundry.

Cubic Space to be Allowed when Overtime is Worked. Factories and Workshops are to be deemed overcrowded if, during any period of overtime, there is less space than 400 cubic feet for each person employed at once in any room.

Exceptions Allowed to Preserve Perishable Articles. In the Factories and Workshops and parts thereof named here women may work overtime for two hours from 6 p.m. to 8 p.m., or 7 p.m. to 9 p.m., with the extra half-hour for meals, and on not more than five days in any week or for not more than sixty days in any twelve months :—

- (1) The process of Making Preserves from Fruit.
- (2) The process of Preserving and Curing Fish.
- (3) The process of Making Condensed Milk.
- (4) And Non-textile Factories only in which are carried on the Preparing of Cream and Making Butter and Cheese.

Notice 24 must be affixed and sent to the Inspector for above privilege, and Notice 12 affixed, and No. 40 A or 40 B used.

Half-hour Overtime Allowed where Process is Incomplete. If also in the below-mentioned Works the process in which a child, young person, or woman is employed is in an incomplete state at the end of the period of employment, he or they may be employed for a further period not exceeding thirty minutes, with proviso that such further periods, when added to the total number of hours of period of employment in that week, do not raise the total above the number (*i.e.*, sixty hours), allowed by the Act :—

- (1) Bleaching and Dyeing Works.
- (2) Print Works.
- (3) Iron Mills in which male young persons are not employed during any part of the night.
- (4) Foundries, with same restriction as number 3.
- (5) Paper Mills, with same restriction as number 3.
- (6) Non-textile Factories and Workshops or parts thereof in which is carried on the baking of bread or biscuits.
- (7) The following Non-textile Factories and Workshops :—

Dressing Floors,	} In the County of Cornwall.
Tin Streams,	
China Clay Pits and	
Quarries.	

And this extra half-hour cannot be taken at the meal-times.

Notice 22 must be affixed and sent to the Inspector for above privilege, and No. 12 and No. 40 A or 40 B books are to be used.

Employment in Turkey Red Dyeing may be on Saturday up to 4 30 p.m. Young persons and women in the process of Turkey Red Dyeing may work until 4 30 p.m. on Saturdays, but the additional hours so worked shall be counted as part of the week's work, which shall not be exceeded (*i.e.*, 60 hours).
Special Exception Notice 14 must be used.

Overtime of Young Persons and Women in Turkey Red Dyeing and Open-air Bleaching.

Employment is specifically unrestricted for young persons and women to prevent damage from spontaneous combustion in Turkey Red Dyeing, or from extraordinary atmospheric influence in the process of open-air bleaching.

Special Exception Notice 23 must be used as well as No. 12 and 40 A or 40 B books.

Young Persons in Repairs in Factory or in Curing Fish.

Likewise a young person, being a mechanic, artisan, or labourer, working only in repairing either the machinery in or any part of a Factory or Workshop ; or in gutting, salting, and packing fish immediately upon its arrival in the fishing boats ; is unrestricted as to hours of employment.

The Process of Cleaning, &c., Fruit in the Summer Months.

Likewise the cleaning and preparing fruit so far as is necessary to prevent it spoiling on its arrival at a Factory or Workshop during the months of June, July, August, and September is allowed at all hours to be carried on by young persons and women.

The above three are the only provisions which permit young persons or women working unrestrictedly beyond the fixed periods of employment, and it will be seen that the nature of the work must necessarily not be of long duration.

Overtime for Factories Driven by Water Power.

Where water power *alone* is used in a Factory to move the machinery, overtime from 6 a.m. to 7 p.m. is permitted to young persons and women, but the proper meal hours must be given, and they may not be so employed on Saturday, and this overtime shall not

extend beyond the time already lost during the previous twelve months, and in Factories stopped by drought such overtime shall not extend to more than ninety-six days in any twelve months, and in those stopped by floods to forty-eight days in the same period.

Notice of the time lost and cause to be reported to the Inspector within three days, and

Notice of the recovery of the time lost shall be reported to the Inspector day by day.

Notice 25 to be used, also No. 12 and 40 A or 40 B.

This Exception does not extend to children.

Nightwork for Male Young Persons. In the following specified Factories and Workshops male young persons may be employed during the night, under conditions given on Notice 26, which must be affixed and sent to the Inspector. The conditions are :—

- (1) The period of employment not to exceed twelve consecutive hours.
- (2) Meal hours are to be fixed of the proper length, *i.e.*, one and a half hours out of the twelve.
- (3) Such young person, if employed during any part of the night, shall not be employed during any part of the twelve hours preceding or succeeding the period of employment.
- (4) And shall not be employed more than six nights (or in Blast Furnaces or Paper Mills seven nights) in any two weeks.
- (5) The short day on Saturday and the annual holidays need not be given to such young persons.

(After the 1st January, 1897, the above regulations will only apply to those of fourteen years and upwards).

Factories, &c., where Male Persons may Day and Shifts.	Young Work Night	(1) Blast Furnaces. (2) Iron Mills. (3) Letterpress Printing Works. (4) Paper Mills.
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Factories, &c., where Males of 16 and upwards may work Day and Night Shifts.	(1) Oil and Seed Crushing Mills. (2) Copper and Yellow Metal Rolling Mills. (3) Iron and Metal Tube Works in which Furnaces are used. (4) The Knocking Out and Cutting Departments of Non-textile Factories in Loaf-sugar Refining.
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- (5) Such parts of Mineral Dressing Floors in Cornwall as are appropriated to calcining and stamping.
- (6) The Galvanizing of Metal in Non-textile Factories.
- (7) China Clay Works.
- (8) Iron Ore Washing.

It should be noted that male young persons of all ages may be employed in the first list, but only those over 16 years old in the latter.

And also that young persons employed during the night can only be employed *in a process incidental to* the business of the Factory as given in the 4th Schedule, Part I., Act 1878. For instance, in "Blast Furnaces," *i.e.*, any Blast Furnace or other Furnace or Premises in or on which the process of smelting or otherwise obtaining any metal from the ores is carried on; thus, a young person would be illegally employed at night in a Blast Furnace who was engaged otherwise than in obtaining metal from ore. See definitions of "Blast Furnaces," "Iron Mills," "Paper Mills," and "Letterpress Printing Works," which are those given in the Schedule, and are amongst the above lists.

Notice 26 must be affixed and sent to the Inspector.

Instead of Two Shifts of Twelve Hours each may be Three Shifts of Eight Hours.	The 1895 Act provides an alternative to the twelve-hour shifts, by allowing three shifts of not more than eight hours each, provided the interval between each two shifts is two unemployed shifts. This allows young persons to work every night in the week if they have a rest of two shifts length between their work.
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In Process of Printing Newspapers Young Persons of Sixteen at Night.	In a Factory where the printing of newspapers is carried on, on not more than two nights a week, male young persons of 16 may work as adults, viz. :—unrestrictedly, except they may not be employed "more than twelve hours continuously."
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Notice 27 must be used.

To interpret the above proviso "more than twelve hours continuously" is somewhat difficult. It was introduced into the Act of 1895. As a young person may work ordinarily to 6, 7, or 8 p.m., according to the hour he commences, and night is defined to be from 9 p.m. to 6 the following morning, if the young person leaves off at 6, 7, or 8 p.m., and recommences at 9 p.m. (the commencement of "night") he does not work continuously, for he has an interval of 3, 2, or 1 hours. But if he works the night through until 6 a.m. he must have a rest or break (duration unfixed) at 9 a.m., otherwise he will be employed "continuously more than twelve hours."

Employment of Male Young Persons in Glass Works. Male young persons may work the accustomed hours in "Glass Works," with the following provisos:—

- (1) Total hours not to exceed 60 in the week.
- (2) Periods of Employment not to exceed 14 hours in four separate turns per week; or 12 hours in five turns; or 10 hours in six turns; and so on up to not more than nine turns.
- (3) And he shall have an interval of at least one full turn between any two turns.
- (4) And in no case is a young person to be employed on Sundays in such works.
- (5) And such a young person shall not be employed continuously for more than five hours without an interval of at least half-an hour for a meal.

After the 1st January, 1897, only males of 14 years and upwards are to be allowed to work thus.

Notice 28 to be used.

Young persons of 16 in Bake-houses. Male young persons of above 16 years of age may work in that part of a bakehouse where baking bread is carried on between 5 a.m. and 9 p.m., provided—

- (1) Where he is employed on any day before the beginning or after the end of the ordinary period

of employment he shall have for meals and absence not less than seven hours between the said hours.

- (2) And if on any day he begins before the ordinary period of employment, he shall not be employed after it ends.
- (3) And if on any day he works after the ordinary period of employment, he shall not be employed the next morning before the beginning of said period. The ordinary period of employment is meant the period of employment in Factories beginning at 6 a.m., 7 a.m., or 8 a.m., and ending at like hours p.m.

Notice 11 must be used.

Young persons of 16 in Lace Factories.

Male young persons of above 16 years of age may work in a Textile Factory for the manufacture of lace between 4 a.m. and 10 p.m., provided—

- (1) Where he is employed on any day before the beginning or after the end of the ordinary period of employment, he shall have for meals and absence not less than nine hours between said hours.
- (2) And if on any day he begins before the ordinary period of employment, he shall not be employed after it ends.
- (3) And if on any day he works after the ordinary period of employment, he shall not be employed the next morning before the beginning of the said period.

Notices 10 must be used.

9 a.m., to 9 p.m. allowed to Young Persons and Women.

In certain Factories and Workshops mentioned below young persons and women may have their "Period of Employment," if so fixed and specified in the notice, from 9 a.m. to 9 p.m., but the period of employment for children shall end at 8 p.m.

- (1) Workshops where Fish Curing is carried on.
- (2) Bookbinding in the Metropolis between 1st September and the last day of February, subject to limitation of space as in overtime.
- (3) Workrooms in Drapers' Retail Establishments in Manchester and Salford, subject to overtime limits of space.
- (4) In Manufacture of Straw Hats and Bonnets, subject to overtime limits of space, and that women do not work after 9 p.m.

Notice 9 is to be used.

Substitution of another day for Saturday. In the following Non-textile Factories and Workshops the occupier may substitute another day in lieu of Saturday (when the hours are shorter and no overtime is permitted):—

- (1) Non-textile Factories, where Printing of Newspapers, of Periodicals, of Railway Time Tables, or of Law and Parliamentary Proceedings.
- (2) Non-textile Factories and Workshops where a manufacturing process or handicraft is carried on in connection with a Retail Shop on the same Premises.
- (3) Non-textile Factories and Workshops where the Making of any Article of Wearing Apparel or Food is carried on.
- (4) Non-textile Factories and Workshops in places in which the Market Day is Saturday, or in which a Special Day has been set apart for Weekly Half-holiday.
- (5) Dressing Floors, Tin Streams, China Clay Pits, and Quarries in Cornwall.

Notice 13 must be used.

Overtime Forbidden in Certain Workshops. Overtime is not permitted to women in a Workshop conducted on the system of not employing children or young persons.

CHAPTER V.

SPECIAL RULES IN DANGEROUS TRADES AND PROVISIONS OF COTTON CLOTH ACT, 1889.

Special Rules. The Secretary of State may certify that any machinery or process or description of manual labour in a Factory or Workshop (other than a Domestic Workshop) is dangerous to life or limb, or dangerous or injurious to health, or that the provisions as to the admission of fresh air are not sufficient, or that dust generated is dangerous or injurious to health, and then the Chief Inspector may serve on the occupier a notice in writing proposing Special Rules, or requiring the adoption of certain special measures.

And unless within twenty-one days after the receipt of such notice the occupier serves on the Chief Inspector a notice in writing that he objects to such rules, &c., they shall be established.

The above is now further extended by power being given to the Chief Inspector to prohibit the employment or modify or limit the period of employment of all or any class of persons, provided that as regards adult males the Special Rules shall be laid for forty days before the Houses of Parliament before becoming operative.

In case of objection and the Secretary of State and the occupier do not agree the matter can be referred to arbitration. The 1st Schedule of the Act of 1891 provides for such arbitration. (See p. 69.)

- Trades Declared Dangerous.**
- (1) Processes in the Manufacture of White Lead.
 - (2) The Manufacture of Red, Orange, or Yellow Lead.
 - (3) Lead Smelting.
 - (4) The Manufacture of Paints, Colours, and the Extraction of Arsenic.
 - (5) The Enamelling of Iron Plates (only applicable in works or parts thereof where lead, arsenic, or antimony is used).
 - (6) The Manufacture of Lucifer Matches (Factories where white or yellow phosphorus is used).
 - (7) The Manufacture of Earthenware or China.
 - (8) The Manufacture of Explosives in which di-nitrobenzole is used.
 - (9) Chemical Works.
 - (10) Quarries.
 - (11) The Tinning and Enamelling of Iron Hollow-ware (only applicable where lead or arsenic is used).
 - (12) Electric Accumulator Works.
 - (13) Flax Mills and Linen Factories.
 - (14) Processes in the Mixing and Casting of Brass, Gun Metal, Bell Metal, White Metal, Delta Metal, Phosphor Bronze, and Manilla Mixture.
 - (15) The Tinning and Enamelling of Metal Hollow-ware and Cooking Utensils. (Only applicable when lead or arsenic is used in.)
 - (16) Processes in which Yellow Chromate of Lead is used or in which goods dyed with it undergo the process of Bundling or Noddling, Winding, Reeling, Weaving, or any other treatment.
 - (17) Bichromate Works (Chemical Works).

The special rules are sent to every occupier or owner of a Factory or Workshop where they are established, and must be kept affixed therein and in a legible state.

The provisions are so numerous and exact that they cannot be here given, but the notice can always be obtained on application to the Chief Inspector, Home Office, London, or from one of H.M. Superintending Inspectors.

Trades in which Special Rules have been Established. Special Rules have been established (some in an amended form) in all the trades given on p. 62, except that numbered 10 (Quarries), but certain provisions of the Metalliferous Mines Acts of 1872, 1875, and 1891 now apply to Quarries which in any part are more than 20 feet deep. (See p. 78.)

General Scope of Special Rules. Generally speaking these Special Rules are very minute, and embrace not only the duties of the occupiers, but also entail duties on the persons employed. They embrace precautions against poisonous substances being inhaled or absorbed into the system, by means of respirators, aids to personal cleanliness, periodical medical inspection of the workers, prohibition as to taking food in the works (except in special dining rooms), sanitary drink suggested, special registers to be kept, the fencing of every uncovered pot, &c., containing dangerous liquid which is less than three feet in height above the ground, no unfenced gangways across such open pots, the efficient lighting of dangerous places, and other regulations too numerous to mention.

The Secretary of State may amend Special Rules after they are established, and the occupier where they are established may propose to the Chief Inspector any amendments to modify them. Such proposals to be treated as the original Rules, in case of dispute, by arbitration.

Cotton Cloth Factories Act Applies to Certain Textile Factories also. The Cotton Cloth Factories (see definition, p. 8) Act, 1889, is now applied to all Textile Factories in which atmospheric humidity is artificially produced by steaming or other mechanical appliances, and which is not subject to Special Rules. (See No. 13 in list of "Trades declared Dangerous," p. 62.)

A Special Abstract, No. 48, is to be affixed in these works.

Tempera-
ture and
Humidity
of the
Atmos-
phere.

(1) The amount of moisture in the atmosphere of a Cotton Cloth Factory shall not at any time be in excess of such amount as is represented by the number of grains of moisture per cubic foot of air shown in Column I., Schedule A (see below), opposite to such figure in Column II. as represents the temperature existing in such Cotton Cloth Factory at such time.

Provided that in a Cotton Cloth Factory the temperature shall not at any time be artificially raised above 70 degrees, except as may be necessary in the process of giving humidity to the atmosphere and according to the table in said Schedule A.

(2) The fact that one of the wet bulb thermometers in such Factory gives a higher reading than the figure in Column III of Schedule A opposite to such figure in Column II., as represents the temperature existing in such Factory, shall be evidence that the amount of moisture in the atmosphere exceeds the limit in the preceding sub-section.

SCHEDULE A (FORM 49).

MAXIMUM LIMITS OF HUMIDITY OF THE ATMOSPHERE AT GIVEN TEMPERATURES.

I. Grains of Vapour per Cubic Foot of Air.	II. Dry Bulb Thermometer Readings. Degrees Fahrenheit.	III. Wet Bulb Thermometer Readings. Degrees Fahrenheit.	IV. Percentage of Humidity. Saturation = 100.
1'9	35	33	80
2'0	36	34	82
2'1	37	35	83
2'2	38	36	83

SCHEDULE A.—(Continued.)

I. Grains of Vapour per Cubic Foot of Air.	II. Dry Bulb Thermometer Readings. Degrees Fahrenheit.	III. Wet Bulb Thermometer Readings. Degrees Fahrenheit.	IV. Percentage of Humidity. Saturation = 100
2'3	39	37	84
2'4	40	38	84
2'5	41	39	84
2'6	42	40	85
2'7	43	41	84
2'8	44	42	84
2'9	45	43	85
3'1	46	44	86
3'2	47	45	86
3'3	48	46	86
3'4	49	47	86
3'5	50	48	86
3'6	51	49	86
3'8	52	50	86
3'9	53	51	86
4'1	54	52	86
4'2	55	53	87
4'4	56	54	87
4'5	57	55	87
4'7	58	56	87
4'9	59	57	88
5'1	60	58	88
5'2	61	59	88
5'4	62	60	88
5'6	63	61	88
5'8	64	62	88
6'0	65	63	88
6'2	66	64	88
6'4	67	65	88
6'6	68	66	88
6'9	69	67	88
7'1	70	68	88

SCHEDULE A.—(Continued.)

I. Grains of Vapour per Cubic Foot of Air.	II. Dry Bulb Thermometer Readings. Degrees Fahrenheit.	III. Wet Bulb Thermometer Readings. Degrees Fahrenheit..	IV. Percentage of Humidity. Saturation = 100.
7.1	71	68.5	85.5
7.1	72	69	84
7.4	73	70	84
7.4	74	70.5	81.5
7.65	75	71.5	81.5
7.7	76	72	79
8.0	77	73	79
8.0	78	73.5	77
8.25	79	74.5	77.5
8.55	80	75.5	77.5
8.6	81	76	76
8.65	82	76.5	74
8.85	83	77.5	74
8.9	84	78	72
9.2	85	79	72
9.5	86	80	72
9.55	87	80.5	71
9.9	88	81.5	71
10.25	89	82.5	71
10.3	90	83	69
10.35	91	83.5	68
10.7	92	84.5	68
11.0	93	85.5	68
11.1	94	86	66
11.5	95	87	66
11.8	96	88	66
11.9	97	88.5	65.5
12.0	98	89	64
12.3	99	90	64
12.7	100	91	64

The Secretary of State may repeal or vary above Table,
with certain provisos.

Thermometers to be Employed. For above purposes there shall be provided and kept in correct working order in every Cotton Cloth Factory two sets of standardised wet and dry bulb thermometers.

Regulations as to use of Thermometers. (1) One set to be fixed in centre, and the other at the side of Factory (or as may be directed by an Inspector), so as to be plainly visible to the operatives.

- (2) The occupier, manager, or person for the time being in charge of the Factory shall record the readings at the hours and in the Form as required on Schedule B here given (p. 68).
- (3) This Form shall be kept hung up near the thermometers, and forwarded at the end of each month to the Inspector of the district and a copy kept at the Factory.
- (4) A copy of Schedule A, framed and glazed, shall be kept hung up in a conspicuous position and near each set of thermometers.

SCHEDULE B (FORM 50).

FORM FOR RECORDING THE READINGS OF THE THERMOMETER.

Name of Occupier

Factory No.

Number of operatives employed in it

Readings.							Remarks.	If no Artificial Humidity produced insert No Steam.
Date.			Between 10 & 11 a.m.		Between 3 & 4 p.m.			
Year.	Month.	Day.	Dry Bulb Thermometer. Degrees Fah.	Wet Bulb Thermometer. Degrees Fah.	Dry Bulb Thermometer. Degrees Fah.	Wet Bulb Thermometer. Degrees Fah.		
		1						
		2						
		3						
		4						
		5						
		6						
		7						
		8						
		9						
		10						
		11						
		12						
		13						
		14						
		15						
		16						
		17						
		18						
		19						
		20						
		21						
		22						
		23						
		24						
		25						
		26						
		27						
		28						
		29						
		30						
		31						

† Fill in:—*e.g.*, Too damp.

(Signed)

A.B.,

Correct, &c.

Occupier or Manager

Notice of Artificial Production of Humidity.

The occupier of every Cotton Cloth Factory in which humidity of the atmosphere is artificially produced is to give notice to the Chief Inspector in writing thereof, and if he ceases so to do he must likewise notify to the same such cessation, and from date of such notice the provision as to humidity shall not apply.

Admission of Fresh Air.

And when such notice has been given in such Factory fresh air (not less than 600 cubic feet for each person employed therein) is to be admitted to the satisfaction of the Inspector of Factories of the district.

ARBITRATIONS.

The Act of 1891 provides for arbitration in the case of disagreements. 1st, As to Special Rules in dangerous trades, between the Secretary of State and the Occupier; and 2nd, Between the owner of Factory or Workshop and the Sanitary Authority with reference to dispute as to provision of means of escape from fire. The rules for the regulation and carrying out of such arbitrations are given in 1st Schedule, Factory and Workshop Act, 1891, and are as follows:—

FIRST SCHEDULE.**Rules for Regulating Arbitrations.**

(1) The parties to the arbitration are in this schedule deemed to be the occupiers of the Factory or Workshop on the one hand and the chief inspector, on behalf of the Secretary of State, on the other.

(2) Each of the parties to the arbitration may, within fourteen days after the date of the reference, appoint an arbitrator.

(3) No person shall act as arbitrator or umpire under this Act who is employed in, or in the management of, or is interested in, the Factory or Workshop to which the arbitration relates.

(4) The appointment of an arbitrator under this section shall be in writing, and notice of the appointment shall be forthwith sent to the other party to the arbitration, and shall not be revoked without the consent of that party.

(5) The death or removal of, or other change in, any of the parties to the arbitration shall not affect the proceedings under this schedule.

(6) If within the said fourteen days either of the parties fails to appoint an arbitrator, the arbitrator appointed by the other party may proceed to hear and determine the matter in difference, and in that case the award of the single arbitrator shall be final.

(7) If before an award has been made any arbitrator appointed by either party dies or becomes incapable to act, or for seven days refuses or neglects to act, the party by whom that arbitrator was appointed may appoint some other person to act in his place; and if he fails to do so within seven days after notice in writing from the other party for that purpose, the remaining arbitrator may proceed to hear and determine the matter in difference, and in that case the award of the single arbitrator shall be final.

(8) In either of the foregoing cases where an arbitrator is empowered to act singly, on one of the parties failing to appoint, the party so failing may, before the single arbitrator has actually proceeded in the arbitration, appoint an arbitrator, who shall then act as if no failure had occurred.

(9) If the arbitrators fail to make their award within twenty-one days after the day on which the last of them was appointed, or within such extended time (if any) as may have been appointed for that purpose by both arbitrators under their hands, the matter in difference shall be determined by the umpire appointed as hereinafter mentioned.

(10) The arbitrators, before they enter on the matter referred to them, shall appoint by writing under their hands an umpire to decide on points on which they may differ.

(11) If the umpire dies or becomes incapable of acting before he has made his award, or refuses to make his award within a reasonable time after the matter has been brought within his cognizance, the persons or person who appointed such umpire shall forthwith appoint another umpire in his place.

(12) If the arbitrators refuse or fail, or for seven days after the request of either party neglect, to appoint an umpire, then on the application of either party an umpire may be appointed by the Chairman of the Quarter Sessions within the jurisdiction of which the factory or workshop is situate.

(13) The decision of every umpire on the matters referred to him shall be final.

(14) If a single arbitrator fails to make his award within twenty-one days after the day on which he was appointed, the party who appointed him may appoint another arbitrator to act in his place.

(15) Arrangements shall, whenever practicable, be made for the matters in difference being heard at the same time before the arbitrators and the umpire.

(16) The arbitrators and the umpire, or any of them, may examine the parties and their witnesses on oath, and may also consult any counsel, engineer, or scientific person whom they may think it expedient to consult.

(17) The payment, if any, to be made to any arbitrator or umpire for his services shall be fixed by the Secretary of State, and, together with the costs of the arbitration and award, shall be paid by the parties, or one of them, according as the award may direct. Such costs may be taxed by a Master of the Supreme Court, or, in Scotland, by the Auditor of the Court of Session, and the taxing officer shall, on the written application of either of the parties, ascertain and certify the proper amount thereof. The amount, if any, payable by the Secretary of State shall be paid as part of the expenses of inspectors under the principal Act. The amount, if any, payable by the occupier of the Factory or Workshop may, in the event of non-payment, be recovered in the same manner as fines under the Principal Act.

Representation of Workmen on Arbitrations as to Special Rules. When in first case arbitration is resorted to, on application of any workmen employed in the class of employments to which the arbitration relates, and on security (if any is required) as fixed by Arbitrators or Umpire, the Arbitrators or Umpire may appoint any person to represent the Workmen, and such person shall be entitled to attend and take part in the proceedings either in person or by counsel, &c.

PENALTIES, &c.

Penalties incurred for infringement of Acts. The penalties incurred by Occupiers, Owners, Workpeople, and others under the Acts vary from £100 under the Penal Clause 82 of the Principal Act, to sums not exceeding 40s.

The other principal penalties may here be named :—
Not Keeping Factory or Workshop in conformity with the Act—not exceeding £10, and in addition to or instead of, an order to adopt certain means to bring it into conformity. This offence embraces many of the principal acts of negligence, such as Insanitary Factory, &c. ; non-Fencing of Machinery, Unclean Factory, &c.

Employing one or more of Protected Classes contrary to provisions of Act, such as, over the legal hours—during meals, &c.—not exceeding £3 if by day, nor exceeding £5 if by night, for each person so illegally employed.

Delaying or obstructing an Inspector in carrying out his duties, the person whether occupier or not is liable to fine not exceeding £5 if by day, and not exceeding £20 if by night.

Minimum Penalty. In certain cases, if the offence is repeated within two years by same person a penalty of not less than £1 for each offence is incurred.

Forgery of Certificates or False Entries or Declarations. The forgery of Certificates, wilfully making false entries in documents or declarations, are serious offences, and the person committing either of them is liable to a fine not exceeding £20, or imprisonment not exceeding three months.

Penalty under Cotton Cloth Act. An offence under the Cotton Cloth Act (see pp. 63-69) may (after notice from the Inspector) be visited on first offence by a penalty of not less than £5 or more than £10, and for a subsequent offence by a penalty of not less than double these sums.

Penalty for Breaking or Neglecting Special Rules. Occupiers and Workpeople are all liable to fines for contravention of Special Rules established in any Factory or Workshop. Penalty not to exceed £2, but occupier may be fined not exceeding £10, unless he can prove that he has endeavoured by publishing, and using all his power in enforcing, to prevent their infringement.

Defacing or destroying any notice under Special Rules incurs a fine not exceeding £5.

Penal Clause, 82, Act, 1878. This clause has for its object not only the punishment by fine of an occupier who neglects to fence his machinery and so an injury results, but it enacts that the Secretary of State may direct that the fine (not exceeding £100) should be wholly or in part applied to the injured person or his family, and this penal compensation is now extended to death, or bodily injury, or injury to health, caused by occupier's neglect to observe any provision of the Acts, or Special Rules.

Certified Copies of Special Rules to be Evidence. An Inspector is to certify to a true copy of Special Rules, when required, and such certified copy shall be evidence of those Special Rules, &c.

Actual Offender is Liable.

If the offence, for which the occupier is liable, has been committed by some agent, servant, workman, or other person, such other person is liable to same fine as if he were the occupier.

Power of Occupier to exempt himself on conviction of Actual Offender.

The Act provides that the occupier when charged may, on information duly laid, have the actual offender brought before the Court at time appointed for hearing the charge, and after the offence has been proved, if he establish that by due diligence on his part to conform with Acts, and that the offence was committed without his knowledge, consent, or connivance, the Bench may exempt him from fine, but convict the actual offender.

Evidence of Employment.

If a person is found in a Factory or Workshop such person shall, until the contrary be proved, be deemed to be employed, except—During meal times ;
Or when all the machinery is stopped ;
Or for sole purpose of bringing food to the workers between 4 p.m. and 5 p.m.

But yards, playgrounds, places open to public view, school rooms, waiting rooms, or other rooms belonging to the Factory or Workshop in which no machinery is used or manufacturing carried on, shall not be taken to be part of the Factory or Workshop for this enactment.

Limitation of time for Summary Proceedings.

Information to be laid within three months after date of offence coming to the knowledge of the Factory Inspector of the district, or in case of an inquest being held in relation to the offence within two months after conclusion of inquest, so, however, that it shall not be laid after six months of the offence.

Defendant may give Evidence.

A person charged under the Acts may tender himself to be examined on his own behalf.

CHAPTER VI.

DUTIES OF PUBLIC OFFICERS AND OTHERS.

This chapter will briefly note the powers and duties of the various public officers and authorities and others who have to deal with the Acts.

Coroners. Where a death has occurred by accident in any Factory or Workshop, the Coroner shall forthwith advise the District Inspector of the time and place of the inquest, and any relative of the deceased, any Inspector under the Principal Act, the occupier of the Factory or Workshop where the death occurred, and any person appointed by the order in writing of the majority of the Workpeople of the said Factory or Workshop, shall be at liberty to attend and examine any witness either in person or by his counsel, &c., subject nevertheless to the order of the Coroner.

Likewise the Coroner shall adjourn the inquest, unless the Inspector or some person on behalf of a Secretary of State is present to watch the proceedings, and shall at least four days before holding the adjourned inquest send to the Inspector notice in writing of time and place of holding the adjourned inquest. Provided that if the accident has not caused more than one death, and the Coroner has sent to the Inspector the notice above, at such time as to reach the Inspector not less than 24 hours before the time of holding the same, it shall not be imperative on him to adjourn the inquest, if the majority of the jury think it unnecessary.

Inspector of Factories. For the full powers of the Inspector of Factories, the Acts should be referred to, but, briefly, he has power to enter, inspect, and examine, at all reasonable times by day and night, a Factory or Workshop where he has cause to believe any person is employed therein, and to enter any place by day which he has reasonable cause to believe to be a Factory or Workshop ; he can require the production of all documents, &c., kept in pursuance of the Act ; inspect, examine and copy same ; and generally exercise such other powers as are necessary for the carrying out of the Acts.

The Inspectors of Factories also are to carry out the provisions of the Truck Acts and Prevention of Cruelty to Children Act in certain respects.

Inspector's Powers of Entry. He can also enter any room or place actually used as a dwelling as well as for a Factory or Workshop.

He can also take a constable into a Factory or Workshop when he has reasonable cause to apprehend any serious obstruction in the execution of his duty.

Right to Conduct Proceedings. An Inspector, if so authorised in writing by the Secretary of State, may prosecute, conduct, or defend, before a Court of Summary Jurisdiction or Justice, any information, complaint, or other proceeding arising under the Factory Acts, or in discharge of his duty.

Certifying Surgeon. The Certifying Surgeon is not to grant certificates of fitness for employment except on personal examination of the person named therein, and he is to do this at the Factory or Workshop where the person is employed, unless the number of children and young persons employed in that Factory or Workshop are less than five — or for some special reason allowed by an Inspector.

- His Annual Report.** He is to report annually to the Secretary of State as to the persons examined, with results.
- Investigation of Accidents.** He will investigate and report on all accidents, certain poisoning cases, &c., reported to him.
- Sanitary Authority.** A Sanitary Authority and their officers for purposes of Workshop inspection shall have like powers to Factory Inspectors.
- Notice to Sanitary Authority.** When notice is given by an Inspector to the Sanitary Authority of any Sanitary defect remediable under the Public Health Acts, but not under Factory Acts, the Sanitary Authority is to inform the Inspector of the proceedings taken in consequence of the notice.
- Notice by Medical Officer of Health.** If the Medical Officer of the Sanitary Authority becomes aware of any child, young person, or woman being employed in a Workshop, he shall forthwith give notice thereof to the Factory Inspector of the district.
- Notice of certain diseases by Medical Practitioners.** Every Medical Practitioner attending on, or called in to visit, a patient whom he believes to be suffering from lead, phosphorus, or arsenical poisoning or anthrax, contracted in a Factory or Workshop, shall notify to the Chief Inspector of Factories, Home Office, London, the name and address of such patient and the disease he is suffering from, and shall be entitled to a fee of 2s. 6d. for so doing.

CHAPTER VII.

QUARRIES ACT, 1894.

Scope of Act. This Act applies to every place (not being a Mine) in which persons work in getting slate, stone, coprolites, or other minerals, and any part of which is more than 20 feet deep. The provisions of the various Metalliferous Mines Regulations Acts apply to the Quarries under this Act, as they do in case of a Mine.

The reporting of accidents to the Factory Inspector and the Certifying Surgeon under the Factory Acts shall not apply to a *Quarry* under this Act.

The Inspectors under the Metalliferous Mines Regulation Acts shall be the Inspectors of the Quarries under this Act.

In such a Quarry young persons may work in three shifts of not more than eight hours each, provided the interval between each two shifts is two unemployed shifts (see p. 57).

For administrative purposes the Inspectors of Mines have been gazetted as Inspectors of Factories and have to inspect and carry out this Act, and also the Factory Acts in Factories and Workshops adjacent to such Quarries.

PREVENTION OF CRUELTY TO CHILDREN ACT, 1894.

Special Exemptions. Special Exemption from the Provisions as to restrictions on the Employment of Children under this Act may be granted, in writing, by two Justices of the Peace.

Licences for Children in Public Performances, &c. A Petty Sessional Court, or in Scotland the School Board, may grant a licence to any child exceeding seven years of age :—

(a) To take part in any Entertainment or series of entertainments to take place in premises licensed by law for public entertainments, or in any circus or other

place of public amusement as aforesaid (*i.e.*, any performance, or as an acrobat, contortionist, or circus performer, or of being trained for any exhibition or performance of a dangerous character).

(*b*) To be trained as aforesaid.

(*c*) For both purposes, if satisfied of the fitness of the child, and subject to the terms of the said licence.

N.B.—The entertainment in (*a*) of course includes any theatrical performance, &c.

Factory Inspector's Duty.

The duty of seeing whether the terms of the above licences are duly complied with has been assigned to H.M. Inspectors of Factories by the Secretary of State, and they have the same powers to enter and inspect any place of public entertainment, where these licences apply, as they have in cases of factories.

Person's duty who applies for a Licence.

The person who applies for such licence, at least seven days before making the application, shall give notice thereof to the Chief Officer of Police of the District.

Person's duty when Licence is Granted.

When a licence is granted under this Act for any of above purposes (*a*, *b*, and *c*) the grantee of the licence shall not less (*sic*) than ten days after the granting of the licence, send a copy thereof to the Inspector of Factories acting for the District in which the licence is to take effect, or in default is liable to a penalty.

It is to be noted that these licences should be obtained for all children, namely, those under 14 years of age, and in some cases for girls under 16 years old if to perform at night, and for both sexes under 16 years for training, &c., as acrobats, &c.

But it would appear that if a child is only to perform, play, or sing, the ages are from 7 to 11, which require the magistrates' license.

SHOP HOURS ACTS, 1892 to 1895.

Definition of Shop. Shop means retail and wholesale shops, markets, stalls, and warehouses in which assistants are employed for hire, and includes licensed public-houses and refreshment houses of any kind.

Young Person. "Young Person" has the same meaning, as under the Factory Acts, *i.e.*, anyone under 18 years of age.

Hours of Employment in Shops. No young person shall be employed in or about a shop for longer than 74 hours, including meal times, in any one week.

And no young person shall be so employed who has been previously on the same day employed in a Factory or Workshop, under the Factory Acts, for the number of hours permitted by those Acts, or for a longer period than will, together with the employment in the Factory or Workshop, complete such number of hours.

Notice of Hours for Legal Employment. In every shop in which a young person is employed, a notice is to be kept exhibited in a conspicuous place, of the number of hours during which such young persons may legally be employed.

Fines can be recovered from any employer under above circumstances, who either fails to exhibit the notice or illegally employs a young person.

Sanitary Authority to Enforce Act. It is the duty of the Sanitary Authority to enforce this Act.

BOILER EXPLOSIONS ACT, 1882.

Definition of Boiler. “Boiler” means “any closed Vessel used for generating steam or for heating water, or for heating other liquids, or into which steam is admitted for heating, steaming, boiling, or other similar purposes.”

Application of Act. But the Act shall not apply to any Boiler used exclusively for domestic purposes, or to any Boiler used in Her Majesty’s service, or to any Boiler on board a Steamship having a certificate from the Board of Trade, or to any Boiler Explosion into which an enquiry may be held under the Coal Mines Regulation Act, 1872, and the Metalliferous Mines Regulation Act, 1872, or either of them.

Notice of Explosion to Board of Trade. On the occurrence of an Explosion from any Boiler to which this Act applies, notice thereof shall, within twenty-four hours thereafter, be sent to the Board of Trade by the Owner or User, or by the person acting on behalf of the Owner or User, and shall state—

- (1) Name of premises or works on which the Boiler exploded.
- (2) Address by the post.
- (3) Day and hour of explosion.
- (4) Number of persons killed.
- (5) Number of persons injured.
- (6) General description of Boiler.
- (7) Purposes for which the Boiler was worked.
- (8) Part of the Boiler which failed, and the extent of failure generally.
- (9) Pressure at which the Boiler was worked.
- (10) Name and address of any society or association by whom the Boiler was last inspected or insured.

Signature of person responsible for the accuracy of the particulars contained in this form.

Address.....

Date.....

Fine for not Reporting. In default of duly reporting the Explosion, the person in default is liable to a fine not exceeding £20.

FACTORY AND WORKSHOP ACTS, 1878 TO 1895.

LIST of FORMS and BOOKS for OCCUPIERS of FACTORIES AND WORKSHOPS, prescribed by Her Majesty's Secretary of State, and sold under authority of Her Majesty's Stationery Office, by—

EYRE AND SPOTTISWOODE, EAST HARDING STREET, LONDON, E.C. ;

JOHN MENZIES & Co., 12, HANOVER STREET, EDINBURGH, and 90, WEST NILE STREET, GLASGOW ; and

HODGES, FIGGIS, & Co., LIMITED, 104, GRAFTON STREET, DUBLIN.

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4.	„ Workshops	3d.	1d.
5.	„ Print - works, and Bleaching, and Dyeing-works	3d.	1d.
6.	„ Laundries (Factories)	3d.	1d.
6A.	„ Laundries (Workshops)	3d.	1d.
6B.	„ Docks, Wharves, Quays, and Warehouses	3d.	1d.
6C.	„ Buildings in course of con- struction	3d.	1d.
6D.	„ Domestic Factories and Work- shops	3d.	1d.

* * * The above Abstracts are also printed
* in Welsh, and can be forwarded
* at the same prices.

SPECIAL EXCEPTION NOTICES,
REGISTERS, &c.

No.		Price.	Postage.
7.	Places forbidden for Work ...	1d.	$\frac{1}{2}$ d.
8.	„ „ „ „ Meals ...	1d.	$\frac{1}{2}$ d.
9.	Period of Employment, 9 a.m.— 9 p.m.	1d.	$\frac{1}{2}$ d.
10.	Lace Factories, Special period of employment for males above 16	1d.	$\frac{1}{2}$ d.
11.	Bakehouses, Special period of em- ployment for males above 16 ...	1d.	$\frac{1}{2}$ d.
12.	Record of Overtime	1d.	$\frac{1}{2}$ d.
13.	Substitution of another Day for Saturday	1d.	$\frac{1}{2}$ d.
14.	Turkey-red Dyeing.—Employment to 4.30 on Saturdays	1d.	$\frac{1}{2}$ d.
15.	Five-hours Spell in certain Textile Factories	1d.	$\frac{1}{2}$ d.
16.	Different Holidays to different sets	1d.	$\frac{1}{2}$ d.
17.	Jew Occupier.—Holidays	1d.	$\frac{1}{2}$ d.
18.	„ „ and Workpeople.— Sunday Employment	1d.	$\frac{1}{2}$ d.
19.	Different Meal Hours to different sets	1d.	$\frac{1}{2}$ d.
20.	Employment, &c., during Meal Hours	1d.	$\frac{1}{2}$ d.
21.	Overtime.—Additional Two Hours	1d.	$\frac{1}{2}$ d.
22.	„ 30 minutes.—Incom- plete Process	1d.	$\frac{1}{2}$ d.
23.	„ for Prevention of Dam- age. — Turkey - red Dyeing. — Open - air Bleaching	1d.	$\frac{1}{2}$ d.
24.	„ Additional Two Hours. —Perishable Articles	1d.	$\frac{1}{2}$ d.
25.	„ Water Mills. — Lost Time	1d.	$\frac{1}{2}$ d.
26.	Night Work.—Male Young Person	1d.	$\frac{1}{2}$ d.
27.	„ „ Printing Newspapers	1d.	$\frac{1}{2}$ d.

		Price.	Postage.
28.	Glass Works.—Male Young Person. —Accustomed Hours	1d.	$\frac{1}{2}$ d.
29.	Workshop in which neither Children nor Young Persons are employed	1d.	$\frac{1}{2}$ d.
30.	Period of Employment. — Eight Hours on Saturday	1d.	$\frac{1}{2}$ d.
31.	Notice of Alteration of Period of Employment	1d.	$\frac{1}{2}$ d.
32.	Notice of Alteration of Meal Times	1d.	$\frac{1}{2}$ d.
33.	„ „ Employment of Children	1d.	$\frac{1}{2}$ d.
34.	„ Holidays	1d.	$\frac{1}{2}$ d.
35.	„ Beginning to Occupy a Factory or Workshop ...	1d.	$\frac{1}{2}$ d.
37.	Register of Children and Young Persons, Limewash- ing, Accidents, &c., for Factories ...	3d.	1d.
37A.	„ „ Young Persons, Lime- washing, Accidents, &c., for Factories ...	4d.	1d.
37B.	„ „ Children, Limewash- ing, Accidents, &c., for Factories ...	4d.	1d.
37C.	„ „ Children and Young Persons, and of Acci- dents, for Workshops	2d.	$\frac{1}{2}$ d.
37D.	„ „ Accidents	2d.	$\frac{1}{2}$ d.
38-9.	School Certificate Book, small size	3d.	$\frac{1}{2}$ d.
	„ „ „ 224 names ...	5d.	1d.
	„ „ „ 500 „	6d.	2d.
38-9A.	„ „ „ 1,050 „		
	fcap. folio	6d.	3d.
38-9B.	„ „ „ 560 names, 4to.	6d.	2d.
40A.	Register of Overtime (for Factories), 30 Notices ...	6d.	1 $\frac{1}{2}$ d.
40B.	„ „ „ (for Workshops), 30 Notices ...	6d.	1 $\frac{1}{2}$ d.

		Price.	Postage.
41.	Certificate of Fitness for Children for several Factories of same Occupier.—50 in a Book...	9d.	2½d.
42.	„ „ Fitness for Young Persons for several Factories of same Occupier.—50 in a Book	9d.	2½d.
43.	Notice of Accident to H.M. In- spector and Certifying Surgeon, 25 copies for	6d.	2d.
	Alphabetical Index, Names of Children	4d.	2d.
	Alphabetical Index, Names of Young Persons... ..	4d.	2d.
44.	Order for Lists of Outworkers ...	1d.	½d.
45.	Spinning and Weaving of Flax, Form for recording the Readings of Thermometers, 25 copies for	6d.	2d.
46.	Notice as to cubic feet of space and number of persons who may be employed	1d.	½d.
47.	Notice of Employment and Times for Meals for a Tenement Factory in which different industries are carried on	1d.	½d.

COTTON CLOTH FACTORIES ACT, 1889.

48.	Abstract of Act for posting ...	1d.	½d.
49.	Schedule A.—Maximum limits of Humidity of the Atmosphere ...	1d.	½d.
50.	„ B.—Form for recording the Readings of the Thermometer	1d.	½d.

SPECIAL RULES IN THE DANGEROUS TRADES.

A.	White Lead Works.—(Amended) ...	1d.	½d.
B.	Earthenware and China Works ...	1d.	½d.
C.	Chemical Works	1d.	½d.
D.	Lucifer Match Works.—(Amended)	1d.	½d.

And twelve others. (See p. 62.)

I N D E X .

	PAGE
ABSTRACTS—List of.. .. .	83
To be kept Affixed	10, 11
To be Affixed by Owner in Tenement Factory	11
Need not be Affixed in Domestic Factories.. .. .	14
Special, for Cotton Cloth Factories	63
ACCIDENTS—(See also POISONING, and BOILER EXPLOSIONS ACT, 1882.)	
Actual Employer to Report to Occupier	16
Formal Investigation into	17
In Workshops where men only Employed	16
Notices of, to whom to be sent	15, 16, 81
Register of, to be Kept	17
Acts—(See Factory Acts).	
Acts of Parliament, List of	vi.
Boiler Explosions Act, 1882	81
Explosives Act, 1875	16
Actual Employer—Definition of	2
Actual Offender, Liability of	74
Aerated Water Works	21, 51
Agricultural Implement Works	21
Almanack Making	47, 50
ALTERNATE DAY SYSTEM — In Textile and Non-textile Factories and Workshops	39, 41, 42
May not be adopted in Domestic Workshop	43
Annual Holidays	48
Anthrax—Cases to be reported	16, 77
Apprentice—Works for hire	9
ARBITRATION.—As to provision of Safety against Fire	34
As between Owner and Sanitary Authority.. .. .	69
As to Special Rules in Dangerous Trades	61, 69
As to Special Rules—workmen may be represented on	29, 72
First Schedule, Rules as to Act 1891, on	69
Schedule of Rules for	61, 69
Arsenic—Cases of Poisoning to be reported	16, 77
Extraction of	62
Where used, Washing Appliances to be Provided	27

Artificial Flower Making	47, 51
„ Manure Works	20, 47
Authority, Local—(See Sanitary Authority).	
Automatic Indicator in Textile Factories.. .. .	15
Using False Indicator	24
Workman altering	28
BAKEHOUSES	5
Retail, Definition of	8
Hours extended in, for Males above 16	58, 59
Limitation for Underground	26
Limewashing of	25
Overtime	54
Sanitary Arrangements	26
Sleeping Places in	25
Travelling Ovens in	37
Baking Bread and Biscuits by Travelling Oven.. .. .	37
Birth Certificates—Fees for	13
Must be Produced to Surgeon	12
Statutory Declaration, in lieu of	12
BLAST FURNACE	5, 20 35, 56, 57
Definition of	8
Day and Night Shifts	56
Bleaching and Dyeing Works	4, 21, 35, 37, 38, 39, 50, 52, 54
Meal Times in	39
Boiler Making	51
Boiler, Definition of	81
Explosion of	15, 16, 81
BOILER EXPLOSIONS ACT, 1882.. .. .	81
Application of	81
Notice of Explosion to Board of Trade	81
Not reporting Explosion, Fine for	81
Bon-bon, &c., Making	21, 50
Bone, Ivory, and Shell Cutting Rooms	47
Bookbinding Works	5, 50, 60
In the Metropolis	60
Brass Casting, &c.	47, 62
Bread and Biscuits made by Travelling Ovens	37
Breweries	20
Brick and Tile Making	50
Builders' Yards—Definition of	7
BUILDINGS, &c., Subject to Provisions of Acts—	
Builders' Yards	7
Docks	7
Quays	7
Scaffolding—Erection of	7
Warehouses	7
Wharves	7

Calendering, &c.	..	..	..	..	..	..	51
Cardboard Making	..	..	..	..	..	..	51
Cartridge Works	..	..	..	..	..	..	4
Catgut Cleaning Works	..	..	..	..	..	..	47
Ceilings—in certain Works exempt from Limewashing	..	..	..	..	..	..	21
Cement Works	..	..	..	..	..	..	20
CERTIFICATES.—For Children and Young Persons	..	..	..	..	..	..	12
May be Annulled by Inspector	..	..	..	..	..	..	12
Not Required in Workshops	..	..	..	..	..	..	12
Re-examination for, may be ordered	..	..	..	..	..	..	13
Valid in a Tenement Factory	..	..	..	..	..	..	12
Valid for all Factories of same Occupier in same	..	..	..	..	..	..	
Surgeon's District	..	..	..	..	..	..	12
School Attendance, for Children, required	..	..	..	..	..	..	18
As to Safety from Fire	..	..	..	..	..	..	34
For White Lead Factories	..	..	..	..	..	..	26
CERTIFYING SURGEON.—Annual Report of, to Secretary of State	..	..	..	..	..	..	77
Accident, Notice of, to be sent to	..	..	..	..	..	..	16
Accidents and Poisoning Cases, To Inquire into and	..	..	..	..	..	..	
Report on	..	..	..	..	..	..	77
Conditions under which he can grant Certificates	..	..	..	..	..	..	76
Fees for Certificates	..	..	..	..	..	..	13, 14
Name and Address to be affixed	..	..	..	..	..	..	10
Poisoning Cases, Notice of Certain, to be sent to	..	..	..	..	..	..	16
To grant Certificates at Factory and Exceptions thereto	..	..	..	..	..	..	76
Dispensary Doctor may act in Ireland	..	..	..	..	..	..	12
Medical Officer of Health may act in Scotland	..	..	..	..	..	..	12
Poor Law Medical Officer may act in England	..	..	..	..	..	..	12
Chemical Works	..	..	..	..	..	..	20, 47
CHILD.—Definition of	..	..	..	..	..	..	1
Cannot be employed Full Time	..	..	..	..	..	..	18
Certificate of Fitness required	..	..	..	..	..	..	12
" " " on becoming a Young Person	..	..	..	..	..	..	12
Changing System of Employing	..	..	..	..	..	..	48
Employed in Sets	..	..	..	..	..	..	17, 39, 41
Employed on Alternate Days	..	..	..	..	..	..	17, 39, 42
Employment changed Weekly	..	..	..	..	..	..	42
Entered on Register before commencing work	..	..	..	..	..	..	11
Examination by Surgeon	..	..	..	..	..	..	12, 13
Forbidden to Work at Night	..	..	..	..	..	..	56
In and Outside Factory or Workshop	..	..	..	..	..	..	46
In Domestic Factory or Workshop	..	..	..	..	..	..	43
In Laundry	..	..	..	..	..	..	44
Limit of Age for Employment	..	..	..	..	..	..	1

CHILD (*continued.*)

Not to be Employed more than Half-time	17
Of 13 years Employed as a Young Person	1, 18
Prohibition as to Meals in certain places	47
Restrictions on Cleaning Machinery or Mill-gearing ..	31
School Attendance—	
Certificates .. 18	Exemptions 17
Deficient Time 17	Hours 17
	Standards 17
Under Prevention of Cruelty Act	78
Under 11 years of age	1
Where Forbidden to Work (see also Prohibited Work) ..	45
Childbirth—Women not to be Employed for Four Weeks after	24
Children, Prevention of Cruelty to, Act 1894	78
China and Earthenware Works	4, 46
China Clay Works	51, 54, 57
China-grass Works	3
Classes of Works to which Acts apply	vii.
Cleaning any part of Factory, &c., is Employment ..	8, 9
Coach Making Works	21
Cocoanut Fibre Works	3
Colour Works	20, 47
CONTRACTORS—Making Wearing Apparel, Electro Plate, Furniture, Files, &c., to keep list of Outworkers..	23
Not to allow Wearing Apparel to be made, cleaned, or repaired where there is Smallpox or Scarlet Fever ..	25
Copper Mills.. ..	5, 20
Copper Rolling Mills, night work.. ..	20, 56
Corn Mills	21
CORONERS.—To advise Inspector of Inquests	75
To adjourn Inquest under certain circumstances	75
Cotton Cloth Factories Act of 1889	63
COTTON CLOTH FACTORY—Definition of	8
Special Abstracts for	63
Declared Dangerous Trades	62
Factories where Humidity is artificially produced ..	63
Form for Readings of Thermometers	68
Fresh Air, Admission of	69
Notice to be given where Humidity is artificially produced	24, 69
Temperature and Humidity in	64—66
„ limits to.. ..	64—66
Thermometers shall be provided and readings registered ..	67
Cotton Works	3

CRUELTY TO CHILDREN.—Prevention of	78
Factory Inspector's Duty under Act of 1894	79
Licenses Required for Performances, &c.	78, 79
Duty of Person applying for License	79
Special Exemptions	78
Cubic Space— Notice to be affixed	22
Curriers	21
Cutlery—In a Tenement Factory	33
Dairy Factories	53
Dangerous Factories or Workshops—Magistrates may make Order	24, 30
Dangerous Machinery—Definition of	9
Dangerous Machine—Court of Summary Jurisdiction may make Order	32
Dangerous Place—Inspector may notify that Place is Dangerous to Health if so ordered by the Secretary of State	24
DANGEROUS TRADES—Definition of	9
<i>List of those Declared—</i>	
Arsenic, Extraction of	62
Bichromate Works	62
Brass, &c., Mixing and Casting	62
Chemical Works	62
Earthenware or China	62
Enamell'g Iron Plates	62
Explosives	62
Electric Accumulator Works	62
Flax Mills	62
Iron Hollow - ware, Tinning and Enamelling of	62
Lead Smelting	62
Linen Factories	62
Lucifer Matches	62
Metal Hollow-ware, Tinning & Enamelling of	62
Paints and Colours, manufacture of	62
Quarries	62
Red, Orange, or Yellow Lead Works	62
White Lead Works	62
Yellow Chromate of Lead Works, and processes in which it is used	62
Special Rules for Dangerous Trades	62, 63
Arbitration as to	69
General Scope of	63
Secretary of State may Certify processes to be Dangerous	61
" " Propose Special Rules	61
" " Prohibit Employment in	61
Day and Night Shifts for Young Persons	56, 57
Declaration—Inspector may Require Written	29
Defendant may give evidence on his own behalf	84
Definitions—General	1—9

EMPLOYMENT—(*continued*.)

Period of - In Textile Factories	40
Of Children in Textile Factory—In Sets	39
" " —On Alternate Days	39
" " —On Saturdays	39
" " Exception to	40
May be from 9 a.m. to 9 p.m. in certain trades ..	59, 60
Prohibition of, may be ordered	61
Restrictions on—For the Protected Classes.. ..	46
Engineering Shops	21, 22
Engraving Works	21
Envelope Making	51
EVIDENCE.—Certified Copy of Special Rules	73
Dates in Register—To be Evidence of Limewashing, &c..	19
Defendant may tender himself to give	74
Of Employment	74
EXCEPTIONS—(See Special Exceptions.)	
EXPLOSION of BOILER—Notice must be sent	15, 16, 81
Fine for not reporting Explosion	81
Explosives Act, 1875	16
FACTORY ACTS.—Principal Act—Definition of.. ..	i
Classes of Works they apply to	vii.
FACTORIES. — See NON - TEXTILE FACTORIES, TEXTILE FACTORIES, DOMESTIC FACTORY, AND TENEMENT FACTORY.	
FACTORIES AND WORKSHOPS exempted from having same Meal Hours	35, 36, 37
Baking Bread and Biscuits by Travelling Ovens	37
China Clay Pits in Cornwall	37
Dressing Floors and Tin Streams in Cornwall	37
Quarries in Cornwall	37
FACTORIES AND WORKSHOPS exempted from Provisions as to not Employing Protected Classes during Meal Hours	36, 37
Bleach & Dye Works 37	Iron Mills 36
Different Sets or	Letterpress Printing .. 36
Departments of	Paper Mills 36
Young Persons 37	Textile Factories—Fe-
Dressing Floors, &c., ...	males 37
in Cornwall .. 37	Wearing Apparel .. 37
Glass Works .. 36	
FACTORIES AND WORKSHOPS, DOMESTIC	7
See also DOMESTIC FACTORY and DOMESTIC WORKSHOP.	
FACTORY INSPECTOR. (See Inspector of Factories.)	
Fancy Box Making	47, 51

Fans—To be Provided, if Dust, &c., Injurious to Health ..	24
FEES.—To Certifying Surgeons, Scale of.. ..	13
By whom paid	13
Occupier may deduct portion of wages to pay ..	14
School, " " " " ..	18
Fellmongers, Curriers, and Tanners	21
Female Young Person—Processes where forbidden to work ..	45
FENCING.—	
Dangerous Machinery 31	Machinery 31
Decision of Court	Mill Gearing 31
of Queen's Bench 31	To be maintained 31
Engine 30	Vats, Pans, &c. 32
Exceptions to 31	Water Wheel 30
Flywheels 30	Wheel-race 31
Hoist or Teagle 30	
Fire—Provision against—(See Safety)	34
Fire Escapes—Moveable, may be ordered to be provided ..	34
Firewood Cutting	50
Fireworks Making	51
Fish Curing in Workshops.. ..	53, 60
Five-hour Spell—In Textile Factories	40
FLAX SCUTCH MILLS	5, 20, 50
When work intermittent, women's work unrestricted ..	41
Flax Works	3
Forms, Notices, Registers, &c., List of	83—86
Foundries	5, 20, 54
Fresh Air—Admission of, in Cotton Cloth Factory ..	69
Fruit Preserving	21, 53
Furniture Hangings Making	51
Fustian Cutting Works	5
Galvanising Metal Works—Night Work in	57
Gasholder Making	51
Gassing Rooms	47
Gearing (see Mill Gearing).	
Girl under 16—Not to be Employed in the Making or	
Finishing of Salt, &c.	45
GLASS WORKS	5, 20, 35, 36, 46, 47
Accustomed Hours—in turns	58
Night Work of Male Young Persons in	58
Restrictions after 1st January, 1897	58
Sunday Work not allowed	58
Glove Making—in Private Dwelling	viii.
Glue Making.. ..	50
Grinding or Polishing Rooms	47

GRINDSTONES.—Faulty, and their Fittings	32
In a Tenement Factory	32, 33
Guardian—Definition of	1
Gun Factories	22
Hair Works	3, 46
Hat Works	5
HEALTH.—In Laundries—Rules for	45
Inspector may be authorised to carry out Public Health Act in any Workshop or Laundry	22
Occupier not to give out Wearing Apparel where there is Scarlet Fever or Smallpox	25
Provisions of Acts applicable to Workshops	23
Hemp Works.	3
HOLIDAYS.—Annual to be given	48
Notices to be affixed, &c., first week every January	48
If altered, due notice to be given	48
Cessation from Work not to be deemed	48
Need not be given in Domestic Factories	14
<i>Different Holidays allowed to Different Sets in—</i>	
Printing Newspapers, Periodicals, Railway Time Tables, and Law or Parliamentary Proceedings	49
Plate Glass Works	49
Processes in connection with Retail Shop	49
Wearing Apparel Making	49
Home Work—Exemption in certain cases	27
Hosiery Factories	40
House—Definition of (includes Factories and Workshops)	3
When a Domestic Factory	7
Humidity of Atmosphere in Cotton Cloth Factory	24, 64-69
INQUESTS.—Coroner to advise Inspector of	75
,, Adjourn under certain circumstances ...	75
Right of Workpeople to attend	75
INSPECTOR OF FACTORIES.	
Name and Address of, to be affixed	10
Duty under Prevention of Cruelty to Children Act	76, 79
May be Authorised to Carry Out Public Health Act in any Workshop or Laundry	22
May Examine any Person and take Declaration	29
May temporarily approve of School	18
Powers of Entry	76
Powers of—Under Factory Acts	76
Right to Conduct Proceedings	76
To carry out Provisions of Truck Acts	76
To give Certificate for White Lead Factory	26

INSPECTOR OF MINES.—Gazetted as Inspector of Factories ..	78
Is Inspector under Quarries Act	78
Iron and Metal Tube Works—Night Work in	56
IRON MILLS.. .. .	5, 20, 35, 36, 54, 56
Definition of	8
Night Shifts in.. .. .	56
Iron Ore Washing Works—Night Work in	57
Jews—Sunday Work	37, 50
Work on Christmas Day and Good Friday.. .. .	49
,, from Sunset to 9 p.m. on Saturday	49
Job Dyeing	51
Jute Works	3
Lace Factories—Hours extended	59
Lace Warehouses	5
LAUNDRIES—Either Factories or Workshops	6, 44
Annual Holidays	44
Different Departments may have Different Periods of	
Employment in	37
Overtime	45, 51, 53
Period of Employment for Children, Young Persons, and	
Women	44
Period of Employment, &c., may be varied	44
Special Health Rules	45
Those Exempted from Provisions of Act	44, 45
To Fence, Keep Clean, Fix Notices, &c.	44
LEAD—Poisoning Cases to be Reported	16, 77
Red, Yellow, Orange	62
Smelting	62
White	62
Where Used, Washing Appliances to be provided.. .. .	27
Yellow Chromate of	62
LETTERPRESS PRINTING WORKS	5, 35, 36, 38, 50, 52, 56
Night Shifts in	56
Licences—Under Prevention of Cruelty to Children Act ..	78
LIMEWASHING—Power of Inspector to Order it to be Done ..	20
Bakehouses	25
Conditions of Exceptions	19—22
Exception—Not to Exempt from Keeping Clean	19, 20
To be done Periodically	19
Washing or Painting	19
When done to be entered in Register	11

LIMEWASHING (*continued*.)*Exemptions granted in—*

Blast Furnaces ..	20	Ware Rooms ..	21
Breweries ..	20	Works in which Alkali	
Cement Works ..	20	is used ..	20
Chemical Works ..	20	<i>Ceilings in—</i>	
Copper Mills ..	20	Agricultural Implement	
Distilleries ..	20	Works ..	21
Factories without		Aerated Water Works ..	21
Glazed Windows	20	Bleach and Dye Works..	21
Flax Scutch Mills ..	20	Coachmaking ..	21
Foundries ..	20	Corn Mills ..	21
Glass Factories ..	20	Engineering Shops ..	21, 22
Gun Factories ..	22	Engraving Works ..	21
Iron Mills ..	20	Fellmongers, &c. ..	21
Manure Works ..	20	Machine Shops ..	21, 22
Paint, &c., Works ..	20	Print Works ..	21
Parts of Factories ..	21	Preserved Fruit, &c.,	
Shipbuilding Works	22	Works ..	21
Stone and Marble		Starch, Soap, and Candle	
Works ..	20	Works ..	21
Sugar Factories ..	20	Turning, &c., of Brass ..	21
		Watch-Movement Works	21
LIST OF FORMS, NOTICES, &c. ..	83—86		
Abstracts for Factories and Workshops ..	83		
Special Exception Notices and Registers ..	84, 85		
Abstract and Schedules under Cotton Cloth Act ..	86		
Special Rules in Dangerous Trades ..	86		
Lithographic Printing Works ..	38, 47, 50, 52		
Loaf-Sugar Refining Works—Night Work in ..	56		
Local Authority—Definition of ..	2		
Locomotive—(See Process).			
Lucifer Match Works ..	4, 46		
MACHINERY.—Definition of ..	9		
Dangerous ..	9, 32		
Oiling of, is Employment ..	9		
Operative—decision of Court of Queen's Bench ..	31		
Prohibition to use Dangerous ..	32		
Restrictions on Cleaning ..	31		
Self-acting ..	32		
Machine Ruling ..	50		
Machine Shops ..	21, 22		
Majolica Painting Rooms ..	47		
Manchester Retail Drapers' Workrooms ..	60		
Manufactories which are Factories ..	4		

Manure Works	20, 47
Marble and Stone Works	20
MEAL HOURS.—Notice of to be affixed	II, 38
To be the same in Factory or Workshop	35
Bleach and Dye Works, two hours for meals	39
Changing Time for	48
Children, on Alternate Days, two hours for meals	38, 39
Exemptions from same Meal Hours—see lists of	35, 36, 73
Non-textile Factories	40
Print Works, two hours for meals	39

Places Forbidden for Taking Meals :—

Bone, Ivory, and Shell Cutting, & c., Rooms	47	Singeing Rooms	47
Brass Casting Rooms	47	Type Foundries	47
Catgut Cleaning W'ks	47	White Lead Works	47
Chemical Works	47	Wool, Hair, and Rag Works	46
Earthenware Works	46	<i>Where Dry Powder is used, in—</i>	
Glass Works	46	Almanack Making	47
Grinding or Polish- ing Rooms	47	Artificial Flower Making	47
Gassing Rooms	47	Colour Making	47
Lucifer Match Works	46	Fancy Box Making	47
Majolica Painting Rooms	47	Lithographic Printing	47
Manure Works	47	Paper Colouring or Enamelling	47
Metal Bronzing R'ms	47	Paper Staining	47
„ Dipping „	47	Playing Card Making	47

Medical Officer of Health—To Report Employment of Protected Classes in Workshops to Inspectors	77
Medical Practitioner—To Report certain Poisoning Cases to Home Office	77
Fee for Reporting Case of Poisoning	77
Metal Bronzing Rooms	47
„ Dipping Rooms	47
MILL GEARING—Definition of	9
Restrictions on Cleaning	31
Mineral Dressing Floors	51, 54, 57
Newspaper Printing—Night Work for Young Persons	57
Night—Definition of	3

NIGHT WORK.—For Male Young Persons	56, 57
Male of 13 to 14 years old not to work at Night after 1st	
January, 1897	56
In Day and Night Shifts	56, 57
In Glass Works	58
Of Males of 16 in Newspaper Printing Offices	57
Three Shifts Allowed	57
Where Allowed and Conditions	56, 57

NON-TEXTILE FACTORIES.—Definition of	3, 4, 5
--	---------

Blast Furnaces .. 5	Foundries 5
Bleaching and Dyeing	Glass Works 5
Works 3, 4	Iron Mills 5
Bookbinding Works .. 5	Letterpress Printing
Cartridge Works .. 4	Works 5
Copper Mills .. 5	Lucifer Match Works .. 4
Earthenware or China	Paper Mills 3, 5
Works 4	Paper Staining Works .. 4
Flax Scutch Mills .. 3, 5	Percussion Cap Works .. 4
Fustian Cutting	Print Works 3, 4
Works 5	Tobacco Factories .. 5

Schedule of, Part I., 4th Schedule, Act 1878	4, 5
or Workshops—Schedule of, Part II., 4th Schedule,	
Act 1878	5
Period of Employment	40
„ „ on Saturdays	48
„ „ Changing Same	48
Meal Times	40
„ Changing Same	48
Length of spell without break for Meal	40
Children Employed on Set System	41, 42
„ „ Alternate Days	41, 42
Employment changed weekly	42
Period of Employment	41
Employment of, where Forbidden	45
Cotton Cloth—Definition of	8
Domestic— „	7
Tenement— „	8
White Lead— „	8
Annual Return of Persons Employed	22
Different parts may be treated as different Factories	6, 37
Doors to open from inside	34
„ slide or open outwards	34

NON-TEXTILE FACTORIES OR WORKSHOPS (see also FACTORIES and WORKSHOPS).—

Bakehouses ..	5, 8, 25	Pit Banks	5
Hat Works	3, 5	Quarries	5
Lace Warehouses ..	3, 5	Rope Works	3, 5
Laundries	6	Shipbuilding Yards ..	5
NOTICES.—Of Commencing to Occupy Factory or Workshop..			10
Of "Period of Employment," "Time for Meals," &c. ..			11
List of Notices, Forms, Registers, &c.			83—86
Need not be Affixed, &c., in Domestic Factories or Domestic Workshops			14
Occupier to give—If Workshop on system of not employing Young Persons or Children.. ..			42
Of Accidents—Need not be sent by Occupiers of Domestic Factories			14
Of Accidents to be sent to Inspector			16
" " " Certifying Surgeon			16
" to be given by Actual Employer to Occupier ..			16
Of Boiler Explosions to be sent			15, 16, 81
Of Cubic Spaces to be Affixed			11, 22
Of Special Exceptions.. ..			11, 25, 84, 85
Record of Overtime			53
Required from Occupiers of Workshops			10
Special Regulations in Dangerous Trades			11
Where Artificial Humidity produced in Cotton Cloth Factory			69
Obstructing an Inspector (see Penalties)			72
OCCUPIER.—Definition of			1, 10
Abstract and Notices to fill up and affix, &c. ..			10, 11
Duties of			10
Duties of, in Cotton Cloth Factory, &c.			24, 63, 64
Duties of—In a Tenement Factory			15
Duties of, in a Workshop (Registers, Notices, &c.) ..			12, 17
Fee to Surgeon, Part may be Deducted from Wages ..			14
Indicator, Automatic, to be used			15
Limited as to Giving Outside Work to Factory or Workshop Hands			46
May be called on to Pay for a Child's Education.. ..			18
Must send notice of Boiler Explosion			15, 16, 81
Not to allow Wearing Apparel to be Made where there is Small-pox or Scarlet Fever			25
Of Bakehouses			25
Of White Lead Factory to obtain Certificate			26
Penalty Incurred for Use of False Indicator			24

OCCUPIER (*continued*).

Penalties under the Acts	72
Power of—To exempt himself from fine	74
School Fee may be deducted from wages	18
Shall not Employ Women within Four Weeks after Child-birth	24
Special Rules to Affix and Give Notice of	25, 27, 62
To Enter in Register Dates of Limewashing	11
To give Notice in Cotton Cloth Factory of Artificial Humidity	24
To maintain a reasonable Temperature	27
To make Annual Returns of Persons Employed	22
To make Half-yearly Lists of Outworkers	23
To obtain Certificates for Children and Young Persons	12
To Provide Washing Appliances where Lead, &c, is used	27
To Publish Particulars as to Wages in Textile Factories	23
To send Notice of Accidents to the Inspector	16
" " " Certifying Surgeon	16
" " " under Explosives Acts	16
" " " Boiler Explosion	81
To send Notice of Poisoning Cases	16
To send Notice on Commencing to Occupy Factory or Workshop	10
To send Notice of Occupation in case of Workshops if not already done by end of 1896	10
To serve notice if Workshop to be conducted on system of not employing Young Persons or Children	42
Oiling any part of Machinery is Employment	9
Oil and Seed Crushing Mills—Night Work in	56
OUTWORKERS—List of, to be kept by Occupiers and Contractors in following trades: Cabinet and Furniture Making and Upholstery Work; the Manufacture of Electroplate, Files, and Wearing Apparel	23
Place where Work of Making Wearing Apparel is given out; the Occupier thereof; and the Contractor employed—List to be kept	23
Wearing Apparel not to be Made, Cleaned, or Repaired where there is Scarlet Fever or Small Pox	25
Overcrowding—Infringement of Cubic Space Regulation	22
OVERTIME.—General Remarks on	50
Conditions in Reference to	52
Cubic Space, Extra Required	22, 53
Every Day to be Counted	52
Forbidden to Women in Workshop on system of not employing Children or Young Persons	60
Forms to be Used	52

OVERTIME (*continued*).

In Departments treated as Separate Works..	..	..	38, 52
Limits per Week and per Year	..	..	52
Permitted for Women Only, and only in Certain Works ..	50,	52	
Record and Registers to be Kept and Notices sent..	..	52,	53
To be Made Only <i>after</i> Usual Hours	..	50,	52
Unrestricted in Special Cases	..	..	55
<i>Permitted in—</i>			
Aërated Water			
Making	51		
Almanack Making ..	50		
Artificial Flower			
Making	51		
Baking Bread or			
Biscuits	54		
Biscuit Making ..	51		
Bleaching & Turkey-			
red Dyeing, Open			
Air	50		
Bleach and Dye			
Works	38,	54	
Bon-bon, &c., Making	50		
Bookbinding ..	50		
Brick & Tile Making,			
except Ornamental	50		
Calendering, &c. ..	51		
Cardboard Making..	51		
China Clay Pits ..	51,	54	
Dairy Factories ..	53		
Die-sinking	51		
Dressing Floors ..	51,	54	
Dye and Bleach			
Works	38,	54	
Envelope Making ..	51		
Fancy Box Making..	51		
Firewood Cutting ..	50		
Fireworks Making..	51		
Fish Curing	53		
Flax Scutch Mills ..	50		
Foundries	54		
Fruit Preserving ..	53		
<i>Not Permitted in Workshops where Women only are</i>			
Employed	..	..	60
<i>Not Permitted on Saturday, or Short Day substituted</i>			
therefor	..	..	50
Furniture Hangings			
Making	51		
Gasholder and Boiler			
Making	51		
Glue Making	50		
Incomplete Process ..	54		
Iron Mills	54		
Job Dyeing	51		
Laundries	51,	53	
Letterpress Printing	38,	50,	52
Lithographic Printing	38,	50,	52
Machine Ruling ..	50		
Manufacturing Stationery			
Works	38,	52	
Paper Colouring and			
Enamelling	51		
Paper Mills	54		
Playing Card Making ..	51		
Pork-pie Making ..	51		
Print Works	54		
Quarries	51,	54	
Ribbon Weaving ..	51		
Ropeworks, Open Air ..	50		
Stamps, Perforating,			
&c., of	51		
Tea Lead, Rolling of ..	51		
Tin Streaming	51,	54	
Turkey-red Dyeing ..	54,	55	
Valentine Making ..	51		
Warehouses—Textile and			
Non-textile	51		
Water Mills	55		
Wearing Apparel			
Making	38,	51,	52

OWNER—Definition of	2, 28
Of Bakehouses	25, 26
Of Tenement Factories	11, 15, 28, 32, 33
To Provide Proper Water Supply	24
To send Notice of Boiler Explosion	15, 16, 81
Paint, Colour, and Varnish Works.	20
PAPER MILLS	5, 35, 36, 54, 56
Night Shifts in	56
Paper Colouring and Enamelling	47, 51
Paper Staining Works	4, 47
PARENT OR GUARDIAN—Definition of	1
Responsible for School Attendance of Child	17
Responsible that Child is Legally Qualified	29
Parliament, List of Acts of	vi
Particulars as to Wages in Textile Factories—Occupier to Furnish	15, 23
PENALTIES—General Remarks on	72
Actual Offender, not Occupier, may be liable	74
Breaking Special Rules by Occupiers or Workpeople	73
Forgery of Certificates, &c.	73
Illegal Employment of Protected Classes	72
Incurred by Occupiers, Owners, Workpeople, and Others	72
Limitation of Time for Summary Proceedings	84
Not keeping Factory, &c., in Conformity with Act	72
Obstructing Inspector	72
On Repetitions of Offence	72
Penal Clause of the Principal Act	72, 73
Under Cotton Cloth Act	73
Percussion Cap Works	4
PERIOD OF EMPLOYMENT.—Explanation of	11, 35
Changing Hours of	48
For Women where neither Young Persons or Children Employed	42
General Remarks on	35
In Domestic Factory or Workshop	43
In Laundries	44
In Non textile Factories and Workshops	40, 41, 42
In Textile Factory, for Young Persons and Women	38
May be 9 a.m. to 9 p.m.	59
To be Fixed on Notice	11, 38
PERSON—Definition of	2
No Person to Solicit Workman to Divulge particulars as to Wages	28
Not to be Employed between Fixed and Traversing Portions of Machines	32

Person, Young (see Young Person).	
Phosphorus Poisoning, Cases to be Reported	16, 77
Piece Work—Particulars as to Wages	23
Pillow-case Making—in Private Dwelling	viii.
Pit Banks	5
Playing Card Making	47, 51
Poisoning—Case of, to be reported by every Medical Practitioner when it occurs in Factory, &c.	77
Poisonous Substances—Where used Washing Appliances to be provided	27
Pork-pie Making	51
Prescribed—Definition of	3
Preserved Fruit, &c., Works	21, 53
Prevention of Cruelty to Children Act, 1894	78
PRINCIPAL ACT—Definition of	1
Schedule 4, Part I.	4
Schedule 4, Part II.	5
Print Works	4, 21, 35, 37, 39, 54
Meal Times in	39
Privileges—Of Jewish Occupier	49
Of Jewish Occupier if workpeople are Jews	49
Jews may work on Sundays	37, 50
Process—Definition of	9
Incidental to the business	57
Incidental to, as applied to night work	57
PROHIBITED WORKS.—A Child or Young Person is forbidden to work at—	
Silvering of Mirrors by Mercurial Process	45
White Lead Making	45
Finishing of Bricks or Tiles not being Ornamental Tiles ..	45
Metal Trade, dry grinding in	45
Lucifer Matches, dipping of	45
Glass, Melting or Annealing of	45
Prohibition of Employment—Secretary of State may decree in	
Dangerous Trades	61
Both in and outside Factory on same day	46
Prohibition of Place for Work—If ordered by Magistrates ..	24
PROTECTED CLASSES—Meaning of this term	viii.
As to Employment both in and outside Factory on same day	46
Cannot work on Sundays	37
Meal Hours	35, 36
Period of Employment	35
Places Forbidden for Meals	46, 47
Restrictions on Employment	45, 46
Public Clock, by which time is regulated	10

Public Health Act—Inspector may be authorised to carry out in any Workshop or Laundry	22
Public Officers—Duties of	75
Quarries (Slate, Stone, Coprolite, &c.)	5, 51, 54
QUARRIES.—Scope of Quarries Act, 1894	78
Inspectors of Mines to be Inspectors of Quarries	78
" " Gazetted as Inspectors of Factories.. .. .	78
Young Person may work in, in Three Shifts	78
Quays—Definition of	7
Rack-rent—Definition of	2
Rag Works	46
Raw Silk Factories (winding and throwing)	40
REGISTERS—List of	85
To be Kept in Every Factory	11
Of all Children and Young Persons	11
Of Accidents	17
Of Limewashing and Accidents	11
To be Kept in Workshop where Women work overtime	11, 12
To be Readily Accessible for Use and Inspection	12
Repairs in Works—Exemptions	55
RESTRICTIONS ON EMPLOYMENT	31, 32, 45, 46
Of Children and Young Persons	45, 46
On Cleaning Machinery by Child or Young Person	31
On Cleaning Mill Gearing by Young Person or Woman.. .. .	31
On Working between Parts of Traversing Machine	32
Rent (see Rack Rent).	
Retail Bakehouse—Definition of	8
Retail Drapers' Workrooms	60
Returns—Annual, of Persons Employed	22
Half-yearly, of Outworkers	23
Ribbon Weaving	40, 51
Rooms—Cubic Space of (Form 46 to be used)	11
Rope Works	5, 50
SAFETY—(See FENCING)	30
From Fire, Certificate required as to, by Sanitary Authority	34
Doors to open from inside	34
Doors to open outwards or slide	34
Moveable Fire Escapes may be Ordered	34
Provision against Fire	34
Salford Retail Drapers' Workrooms	60
Salt Making—Girls Under 16 Not to be Employed	45

SANITARY AUTHORITY—Definition of	2
Can Enforce Compliance as to Provisions of Means of Safety	34
Like Powers in Workshop as Inspector of Factories ..	77
To Inform Inspector of Result of Proceedings	77
To give Certificate as to Safety from Fire	34
SANITATION—See HEALTH	
Bakehouses	25, 26
Cleanliness	19
Evidence as to Limewashing, &c.	19
Fans	24
Factory Inspector may give Notice of Defects	19
In Factory Enforceable by Inspector	18
In Workshop Enforceable by Sanitary Authority	18
Limewashing, Painting, and Washing and Exemptions ..	19
Of Workshops	23
Overcrowding	22
Sanitary Conveniences	22
Ventilation	19, 24
SATURDAY—Employment when only Eight Hours on other Days	48
Periods of Employment in Textile Factories	38
Substitution of another Day for, in the following:—	
Printing Newspapers, Periodicals, Railway Time	
Tables, Law, &c., Proceedings	60
Dressing Floors, Tin Streams, China Clay Pits, and	
Quarries in Cornwall	60
Retail Shops, where Process in connection with ..	60
Making Wearing Apparel or Articles of Food.. ..	60
Where Market Day is on Saturday	60
Where Special Day set aside for Weekly Half-holiday	60
Scaffolding—Definition of	7
Scarlet Fever—See also Health, Sanitation, Outworkers ..	25
Schedule of Principal Act, Part I.	4
“ “ “ “ Part II.	5
“ I. of 1895 Act	33
School Attendance Certificate	18
School Fees—May be partly deducted from Wages	18
School Standards	18
SECRETARY OF STATE—May order Re-examination of Child	
or Young Person	14
May order Formal Investigation of Accidents	17
Self-acting Machine—Position of the Traversing Carriage of ..	32
Set System in Non-Textile Factories and Workshops	41
“ Textile Factories	39
Shifts of Twelve Hours each	56
“ Eight “ “	57

Shipbuilding Yards	5, 22
Shop, Retail	49
SHOP HOURS ACTS.—Definition of Shop under	80
Definition of Young Person under	80
Notice of Hours of Employment	80
Number of Hours of Employment	80
Sanitary Authority to Enforce Acts	80
Young Person Employed both in Shop and Factory or Workshop	80
SHOP.—Young Persons or Women not to be Employed beyond Factory Hours in, and also in Factory, &c., on, same day	46
Silk Factories—Raw	40
Silk Works	3
Singeing Rooms	47
Sleeping Room—Not part of Factory or Workshop	6
Smallpox—(See Health, Sanitation, Outworkers)	25
Soap Works	21

SPECIAL EXCEPTIONS.—

Under Form No. 7	45	Under Form No. 20	36, 37
“ “ “ 8	46, 47	“ “ “ 21	45, 52
“ “ “ 9	59, 60	“ “ “ 22	54
“ “ “ 10	59	“ “ “ 23	55
“ “ “ 11	58, 59	“ “ “ 24	53
“ “ “ 13	60	“ “ “ 25	56
“ “ “ 14	54	“ “ “ 26	56, 57
“ “ “ 15	40	“ “ “ 27	57
“ “ “ 16	49	“ “ “ 28	58
“ “ “ 17	49	“ “ “ 29	42
“ “ “ 18	50	“ “ “ 30	48
“ “ “ 19	35, 36		

Notices of to be Affixed, and Served on Inspector	25
List of Notices for	84—86

SPECIAL RULES—Occupier to Affix, &c.. .. .	27, 61, 62
After Twenty-one Days Notice, are Established	61
Arbitration on	61
Copies of, to be given on application	27
Copies of, where to be obtained	62
For Cotton Cloth Factories	63
General Scope of	63
In Dangerous Trades	61, 62
Inspector to Certify a true Copy of	73
Secretary of State may Propose, Amend, or Prohibit, &c.. .. .	61

TEXTILE FACTORIES (*continued.*)

Thermometers—Wet and Dry Bulb, to be kept in Textile	
Factories	67
Regulations for use of	67
Wages and Work—Particulars of, to be given and posted up	15
Occupier to give Particulars of Wages and Work ..	15, 23
Automatic Indicator	15
" " Use of False	21
Worsted Trade—Particulars of wages and work to be given	
and posted up	15, 23
Woollen Trade—Particulars of wages and work to be given	
and posted up	15, 23
Weavers and Others—Particulars of wages and work to be	
given to	15, 23
Thermometers to be provided in certain Factories ..	67
Time for Meals—To be fixed in Factories	11
Tin Streaming	51, 54
Tobacco Factories	5
Tow Works	3
Trimming Making	40
Turkey Red Dyeing (open air)	50, 54, 55
Type Foundries	47
Umpire—Arbitrators. (See Arbitration.)	
Valentine Making	51
Varnish Works	20
Vats, Pans, &c.—Special Rules in Chemical Trades ..	32
To be fenced, if holding dangerous liquids	32
Wages in Textile Factories—Indicator	15, 23
Warehouses—Definition of	7
Washing Appliances—Where lead, arsenic, or other poisonous	
substances used	27
Watch Movement Works	21
Water Mills	55
Overtime allowed in	55
Water Supply—A proper, to be in every Factory, &c. ..	24
Wearing Apparel Manufacturers, List of Outworkers ..	23
Factories and Workshops, Protected Classes—Meals	37
Overtime in	38, 51, 52
Weavers—Particulars of Work and Wages	15
Week—Definition of	3
Weekly Short Day	49

WET SPINNING.—Protected Classes to be prevented from being wetted	27
Hot water steam to be prevented	27
Special Rules in Textile Factories	27
Wharves—Definition of	7
Wheel-race—Definition of	9
WHITE LEAD FACTORY—Definition of	8
Acidulated Drink to be supplied	27
Cannot be carried on without Certificate	26
How to obtain Certificate	26
Schedule of Conditions for certificate	26
Special Rules applicable to	27
WOMAN.—Definition of	1
May be employed from 9 a.m. to 9 p.m. in certain trades..	59
Meals in certain departments of Textile Factories	37
Prohibition of, in certain places.. .. .	47
Overtime in Turkey Red Dye Works	54, 55
„ Cleaning and Preparing Fruit	55
„ Where Water Power alone is used	55
„ Not allowed in certain Workshops	60
Period of Employment.. .. .	38, 41, 42, 48
In Laundries	44
In and Outside Factory or Workshop	46
Prohibition of Employment after Childbirth	24
Work of, in Flax Scutch Mills unrestricted (conditionally)	41
Woollen Factories in Specified Counties	40
Wool Trade	15
„ Works	3, 46
WORKPEOPLE—Bound to Answer Questions by Inspector and Sign Declaration	29
Bound to Observe Special Rules	29
May be Represented on Arbitration as to Special Rules ..	29
Not to Alter Automatic Indicator	28
Not to Disclose Particulars as to Wages	28
Restrictions on Taking Work Home	46
Works—Classes of, to which the Factory Acts apply	vii
WORKSHOP (See also FACTORIES and WORKSHOPS). Definition of	6
Accidents and Poisoning Cases where men only employed to be reported	16
Accidents—Register of, to be kept	17
Child cannot be employed full time	18
Employed only on set or alternate day system	41, 42
Different Parts may be Treated as Different Workshops ..	6

WORKSHOPS (*continued.*)

Meal Hours	41
Meal Hours for Child	42
Notice of Occupation to be sent (Form 35)	10
Period of Employment	41
Sanitation (see HEALTH, SANITATION, SANITARY AUTHORITY)	
Where neither Child nor Young Person is employed	42, 43, 60
Domestic—Definition of	7
Certificate of Fitness not required	12
Worst Trade	15
YOUNG PERSON—Definition of	1
Employment in and outside Factory or Workshop	46
Employment under Shop Hours Acts	80
Entered on Register before commencing work	11
Examination by Surgeon	12, 13
Female—Meals in Textile Factories.. .. .	37, 38
In Quarry under Quarries Act may Work in Three Shifts..	78
Male—Day and Night Shifts for	56, 57
Meals in certain Works	37
Not to be employed more than 12 Hours continuously	58
Of 16 may work at night in Newspaper Printing Office	57
Meal Hours	38
Overtime—Cleaning and Preparing Fruit	55
Gutting, Salting, and Packing Fish	55
In Turkey Red Dye Works	54, 55
Mechanic engaged in repairs	55
Where water power alone is used	55
Period of Employment	38, 40, 41, 43, 48
Period of Employment in Laundries	44
Processes where Forbidden to Work.. .. .	45
Prohibition of Meals in certain places	47



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